CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS / ASSOCIATION CANADIENNE DES PROFESSEURS D'UNIVERSITÉ

CAUT/ACPU BULLETIN

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Newly formed

Coalition to lobby gov't on post-secondary concerns

By Donald C. Savage
Executive Director, CAUT

The grave problems facing universities and colleges affect everyone who either works in them or attends them as a student. In November CAUT sponsored a meeting of various unions or associations which represent these constituents with the purpose of discovering whether these groups could work together on a federal lobbying agenda.

The answer was a resounding yes. There is a range of federal issues which affect universities and community colleges such as transfer payments, the future of shared cost programs, the federal proposal to transfer all manpower training to the provinces, student aid, and the federal equity legislation.

Recognizing the importance of these issues, the participants agreed to the formation of a new coalition (list of founding members on page 11), subject to the agreement of their principals, to lobby the federal government particularly, but not exclusively, on funding issues.

The members chose an interim steering committee composed of CAUT, the Canadian Federation of Students and the Canadian Union of Public Employees. The founders agreed to a regular information exchange beginning in December. They decided to ensure that information and intelligence on the constitutional debate, in so far as it affected post-secondary education and research, would be shared as it is received.

The members of the coalition plan to meet again in February to discuss both long and short range lobbying strategies. They will also discuss the following principles and aims which would define the coalition:

a) quality education at all levels and in all types of post-secondary education;

b) removal of financial barriers for post-secondary students;

c) academic freedom and pluralism in post-secondary education;

d) education and employment equity;

e) the delivery of public higher education primarily through public funding while recognizing that public institutions may collaborate with the private sector in such areas as research, coop programs, and professional training; opposition to the commercialization and privatization of existing post-secondary educational institutions;

f) the shared responsibility of the federal government and the provinces for post-secondary education, manpower training, and student aid while recognizing the

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L to R: Donald C. Savage (Executive Director, CAUT), Fred Wilson (President, CAUT), Guy Chauvin (Saint Mary's University), Robert Léger (Government Relations Officer, CAUT).
G à D: Donald C. Savage (Directeur général, ACPU), Fred Wilson (Président, ACPU) Guy Chauvin (Université Saint Mary's), Robert Léger (Agent des relations avec les gouvernements, ACPU)

On November 25, CAUT appeared before the Commons' Finance Committee on Bill C-20. The brief presented by CAUT to the committee illustrated the unfavourable effects of the bill, which if passed by the government, would freeze the transfers per capita to the provinces for health and post-secondary education. Professor Guy Chauvin (Saint Mary's), was invited by CAUT to explain first hand the harmful effects funding cuts have had on Nova Scotia universities.

Le mémoire de l'ACPU a été présenté au Comité des finances le 25 novembre. Son but était d'illustrer les effets néfastes du Projet de loi C-20 qui gèle les transferts par habitant aux provinces pour l'enseignement postsecondaire. L'ACPU a demandé au professeur Guy Chauvin, de l'Université Saint Mary's, de montrer les répercussions du projet de loi sur les universités de la Nouvelle-Écosse.

Une nouvelle coalition pour l'enseignement postsecondaire

par Donald C. Savage
directeur général, ACPU

Les graves problèmes auxquels font face les universités et les collèges touchent tous ceux qui y travaillent ou qui y sont inscrits comme étudiants. En novembre, l'ACPU a organisé une réunion de divers syndicats ou associations représentant ces groupes de personnes. Le but était de voir s'ils pouvaient collaborer ensemble à un programme de lobbying auprès du gouvernement fédéral.

La réponse fut un oui retentissant. Un éventail de matières relevant du gouvernement fédéral touche les universités et les collèges communautaires, notamment les paiements de transfert, l'avenir des programmes à frais partagés, le projet du fédéral de céder aux provinces la formation de la main-d'oeuvre, l'aide financière aux étudiants et la loi fédérale sur l'équité.

Les participants ont reconnu l'importance de ces questions et ont accepté de former une nouvelle coalition dont vous trouverez la liste des membres à la page 11. Sous réserve de l'approbation de leurs commettants, ils vont exercer des pressions sur le gouvernement fédéral en particulier mais pas exclusivement pour des questions de financement.

Les membres ont nommé un comité directeur par intérim composé de l'ACPU, de la Fédération canadienne des étudiants et du Syndicat canadien de la fonction publique. Les membres fondateurs ont accepté d'assurer un échange régulier d'information et ce, à compter de décembre. Ils ont décidé de partager l'information sur les questions qui les intéressent ainsi que sur le débat constitutionnel dès qu'ils la reçoivent dans la mesure

suite à la page 11

NDP Premiers urged to stand firm on shared powers

By Donald C. Savage
Executive Director, CAUT

CAUT President Fred Wilson has urged the premiers of the three provinces with NDP governments to make the question of shared powers between Ottawa and the provinces a central issue in their upcoming constitutional negotiations with Prime Minister Mulroney.

Since the NDP governments represent more than 50 per cent of the population, the three premiers are in a key position to insist that the settlement of these issues, in relation to post-secondary education and medicare, be a condition of a general constitutional arrangement.

Shared cost programs involve the transfer payments from Ottawa to the provinces in respect of post-secondary education and medicare. Student aid and the Canada Assistance Plan are also involved. The Prime Minister signalled before Christmas that there would be intensive discussions with the premiers between December and April when the government expects its new package to emerge.

Dr. Wilson has suggested to the NDP premiers that if they wish to make a social charter a reality, the way to do it is to guarantee shared cost programs in post-secondary education and medicare in the Constitution. This will also, he pointed out, enable a settlement of the financing involved.

CAUT hopes that there would also be a guarantee of the continuation of the federal/provincial responsibility for student aid. Such an approach would deal with the reality of social programs. In addition CAUT believes that there must be a mechanism which binds both parties to the agreement for its duration.

If it will take the approval of seven provinces with 50 per cent of the population to secure a new social program in an area of provincial jurisdiction, then the same formula should be used to approve any changes by tbe federal government or the provinces in an existing program before its terminal date.

Dr. Wilson also noted that the CAUT Council had voted in September in favour of a constitutional package which included separate arrangements for Quebec in the area of post-secondary education if that province requested it, but that the faculty in the rest of Canada wished a strong and viable federal presence in higher education and research. There are already separate arrangements for student aid.

However, CAUT fears that the NDP might be bought off with some meaningless words about the importance of education and medicare in the preamble to the new Constitution, or, as Jeffrey Stevens suggested in *The Globe and Mail*, agree to drop discussion of the social charter if the Tories dropped their proposal for property rights.

The CAUT President, along with Prof. Tom Bell, President of the Confederation of University Faculty Associations, has already met with the B.C. minister responsible for post-secondary education to discuss these questions. The meeting was cordial and constructive.

The Executive Director of CAUT made the same points in a speech to the conference concerning a people's agenda organized by the Canadian Labour Congress (CLC) in December. There appears to he some interest among the leaders of the CLC in CAUT's down to earth and practical approach on this issue. Dr. Wilson has written to Shirley Carr asking for her support.

CAUT is also seeking support for its position from the have-not provinces: the four Atlantic provinces plus Manitoba and

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Des nouvelles règles de fonctionnement s'imposent à la Caisse de défense de l'ACPU

En octobre dernier, le SPUL a proposé des réaménagements majeurs en vue d'améliorer le fonctionnement de la Caisse de défense de l'ACPU. La proposition du SPUL a suscité un débat animé sur des aspects précis. Depuis, les fiduciaires du SPUL ont apporté des ajouts qui renforcent les principes de solidarité évoqués à l'occasion de ce débat.

Fondamentalement, cette proposition vise à transformer la Caisse de défense en un fonds mutuel de solidarité. Dans ce fonds, les cotisations des associations membres deviennent une épargne disponible en cas de grève ou de lock-out, épargne qui lui garantit des indemnités non remboursables jusqu'à concurrence du quadruple de son avoir propre et, le cas échéant, des prêts remboursables à un taux privilégié d'intérêt.

Les associations membres conservent les mêmes prérogatives d'accès à la Caisse que celles déjà prévues mais se voient imposer des seuils. Présentement, un syndicat de 1 500 professeur/e/s récemment devenu membre de la Caisse pourrait vider l'actif total de la Caisse, soit environ 6 000 000 $, s'il faisait une grève de 130 jours et se retirer par la suite.

Un tel scénario peut se produire. On peut en imaginer des plus catastrophiques. Leur actualisation pourrait miner l'idée même d'une caisse de défense auprès des membres qui y ont cotisé pendant plusieurs années.

C'est la raison principale qui a amené le SPUL à proposer de nouvelles règles de fonctionnement. Elles partent du principe déjà reconnu que chaque association membre possède un fonds local de grève, celui de la Caisse lui étant complémentaire, et mettent de l'avant des mécanismes sécuritaires reposant sur la solidarité des associations membres lorsque l'actif total baisse à un niveau inférieur à 66,6 % ou à 33,3 %.

En rendant public ses propositions, le SPUL vise surtout à informer les cotisants à cette Caisse qu'il est de leur intérêt que les règles de fonctionnement fassent un lien entre 1) les cotisants versées par une association membre et la valeur totale des indemnités de grève remboursables, 2) le montant quotidien des indemnités de grève et le salaire perdu et 3) les cotisations payées et les risques assurés.

Syndicat des professeurs de l'université Laval

New rules needed to govern the operations of the CAUT Defence Fund

Last October the SPUL proposed major changes designed to improve the operations of the CAUT Defence Fund. The SPUL proposal led to lively discussion of a number of questions. Since that time the SPUL trustees have made further proposals to strengthen the principles of solidarity advocated during the discussions.

The proposal was designed essentially to transform the defence fund into a mutual solidarity fund in which member associations' contributions become savings that are available in case of strike or lock-out and guarantee non-refundable compensation of up to four times the association's net worth and, in appropriate cases, provide refundable loans at favourable interest rates.

The member associations retain the rights of access to the fund that existed earlier although thresholds are imposed. At the present time a union of 1,500 teachers that had recently joined the fund could take its total assets of approximately $6 million if it were on strike for 130 days and then withdraw from the fund.

Such a situation could arise. It is even possible to imagine even more catastrophic scenarios. If they occurred, they would undermine the whole idea of a defence fund for members who have contributed to it for several years.

This was the primary reason why the SPUL proposed new operating rules. They are based on the principle that was recognized earlier that each member association has a local strike fund, to which the fund itself is merely complementary, and create safety mechanisms based on the solidarity of the member associations when total assets drop to a level below 66.6 per cent or 33.3 per cent.

The aim of the SPUL in publicizing its proposals is primarily to inform contributors to this fund that it is in their interests that the operating rules create a link between: 1) the dues paid by a member association and the total value of strike compensation that is payable; 2) the daily amount of compensation for strikes and lost salary; and 3) the dues paid and the risks insured.

Syndicat des professeurs de l'université Laval

Lobbying approach questioned

When CAUT President Fred Wilson says (Oct. Editorial) that "the real question is whether there is money available for a quality post-secondary education system," it is clear that the question is posed only rhetorically. Because in the very next paragraph we get the real answer: Federal funding of post-secondary education took second place to Tory government support for the ministry of defence — the Gulf War and frigate replacement cost — and the administrative costs of the GST: "No government is creating a total spending freeze."

I would respectfully suggest that the real question is how the CAUT is to allocate its limited resources for lobbying. Should we address ourselves primarily to the Government of Canada or primarily to the people of Canada? We must be one of the few lobby groups with so many relatively affluent members which does no or virtually no T.V., radio, and newspaper advertising. How many times is the CAUT going to issue press releases and meet with bureaucrats and politicians before it recognizes the limited value of such activities? Without something we don't as yet have, viz., massive public support for increased funding to colleges and universities, current CAUT lobbying practices are therefore arguably a gross misuse of its funds.

Marvin Glass
Philosophy
Carleton University

Funding priority questioned

While colleagues are telephoning, faxing or sending their applications to the new Associate Deputy Minister of Prosperity and encouraging needy students to do so as well, it might be useful to ask what the CAUT has done regarding certain government activities in the realm of education.

$100,000 is a useful sum but it is not what the universities which have Canadian Studies programs will receive additionally from the Canadian government. Probably the CAUT has congratulated Mr. Mulroney for having granted an endowment of $100,000 in bonour of George Shultz at Stanford University (U.S.A.) while that same government has been cutting back on funding to Canadian universities.

Perhaps it is not even important since it involves such a piddling amount. Yet it is money that Canadians could be utilizing. More significant is the fact that the supposed program is not even in existence and likely will not be for some time. The money was provided over two years ago.

Clearly not an issue of importance for CAUT, the universities or Canadians.

Foster J.K. Griezic
History
Carleton University

'No man's land' looms?

A cheerful little note was recently passed on to me concerning the departmentally approved calendar course description for ENG 011, *Literature of the English Renaissance*. It innocently requests that, in the interests of gender neutrality, "Man is the measure of all things" be excised.

This quotation, originating with Protagoras (c481 — 411 B.C.), cited by Plato, *Theaetetus*, 160d, contains, and succinctly gives shape to, a universe of ideological implications whicb directly inspired and transformed European communities during tbe Renaissance and, in time, proceeded to affect global thought to this very day. Sucb is the cultural commonplace.

What moves tbis requested excision from its comic values down to a level of embarrassment and of alarm in an institute bidding currently to join the university community as a full member, are the developments yet to come from such innocent censorship. How should one allude to the Renaissance humanist, Gianozzo Manetti and his *The Dignity and Excellence of Man*? The word bumanist is troubling, is it not, when you tbink about it with current enlightenment?

Shakespeare (complex Renaissance dramatist) will make for many fresh complexities. *Hamlet*; "What a piece of work is a man! How noble in reason!" (11,ii,316.) There are difficulties ahead in drama courses with *Everyman* and *A Man for all Seasons*, and also with eighteenth century literature caused by that imp, Alexander Pope, and his *Essay on Man*. When one actually settles down to re-examine assumptions, compelled by the sbeer force of new thought, one can see ahead the materials for two sabbaticals.

Rethinking of all commonplaces in daily practice is going to strain the brains of the intellectual community to their outermost limits. It is with contrition that we see that chairperson had to be excised in favour of chair, implying tbat some of us are stools wbile others are sofas. Self-evident when you look with illuminated eyes! The logic, of course, of such radical tbought will lead to name changes which will undoubtedly transform our community qualitatively. Ryerson will have to go. So will Norman. "Wbat's in a name?" (Shakespeare. *Romeo and Juliet*, 11,ii.43)

Fascinating times at RPU (Ryerson Politicallycorrect University).

Norman Mackenzie
English Department
Ryerson Polytechnical Institute

Pension-indexing downplayed?

I stared rather glumly at my university pension cheques. I found it passing strange that after more tban fifty years of full time teaching and research (with the doctorate degree) tbey added up to so little.

Indexing of pensions is intended to offset the inroads made to a retiree's standard of living by inflation. Some groups would counter tbis by the P.R.A. (post retirement adjustment) which they believe to be a form of indexing.

Others would deny this; four recipients of this adjustment describe it as "negligible," "insignificant," "minuscule," and "a mere pittance." It was stated, in defense of the P.R.A., that its amount and frequency are generally determined by a committee made up of both administration and association (union). Interestingly, as well as depressingly, when six chairpersons at a university which utilized this concept were asked about it, none had ever heard of it! A contractual agreement involving full indexing would seem more in keeping with individuals who may have devoted long years of service to their institute.

Why, if indexing is so important, has it so often been downplayed or worse still used as a bargaining chip in negotiations? It may well be because the executive as well as the membership of the association or union belong to age groups where the issue is not (yet) pressing, it is many years down the road! Moreover consideration of this topic is seen by some as akin to the discussion of death!

It would seem that the gold of the "golden years" is somewhat tarnished. However these blemishes can be eradicated by making faculty grey power and its only too legitimate concern with pension-indexing a reality. If this does not occur then the meek shall inherit the dearth!

F. L. Marcuse
Psychology
University of Manitoba

Anti-female bias suggested

We have seen letters of recommendation for job candidates that suggest anti-female bias on the part of the writer. The technique is subtle: the (female) candidate is compared only with other women; or statements made such as, "she is the best female graduate student I have seen in the last five years."

We suggest that comparison of a Jewish candidate only with Jewish mathematicians, or a Black candidate only with Black mathematicians would immediately raise appropriate suspicions of ethnic or racial bias.

The same applies for female candidates.

Colin C. Graham
Professor of Mathematics
Lakehead University
L. Thomas Ramsey
Professor of Mathematics & Chairman
University of Hawaii at Manoa

Preserving CAUT records supported

It was very refreshing to see in the Letters column a call by Professor Percy Smith for the preservation of records relating to CAUT and the member associations. I presume CAUT is currently archiving its important records. With regards to member associations, every situation will be different.

At tbe University of Regina, however, the University Archives has encouraged the Faculty Association here to keep as full a record as possible, witb a view to depositing their records with the Archives sometime in the future. There are ways of keeping these records inviolate; that is to say, sensitive material can be kept for "an association's eyes only."

I would tbink that might be a better solution than bringing all the member associations records to a central location. Material which is kept locally can then be accessed by outside researchers. Tbere would also never be a situation of split records, say when a member association withdrew from CAUT.

As for the anecdotes about the early CAUT executive, perhaps CAUT should consider a brief and inexpensive oral history program which would fill in some of the gaps which may exist in the written record.

Shelley Sweeney
Archivist
University of Regina

Comments? Questions?

The editor invites letters, articles, and suggestions from readers. Letters of more than 300 words will be edited for reasons of space. Write, telephone or fax:

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Librarians treated as 'poor sisters' of research

When I first joined the university, women and librarians could not belong to the faculty club, and women could not even enter as guests in the Senior Common Room of the college to which I was appointed. We've come a long way in the past 20 years. But while the formal barriers to women academics have disappeared, it has been more difficult for librarians to gain universal acceptance.

At Canadian universities, librarians are, in most cases, members of local faculty associations. This has been achieved against the often strong opposition of administrators who resisted, and, at some universities still resist, recognizing that librarians are legitimately part of the academic staff of universities.

It is clear that library professionals are rightly considered academic staff — their role is equally front and centre in the functioning of the university as that of professors. The careful provision of library resources to students is as essential to the teaching function of universities as the lectures of professors. Without the expertise of librarians much of the research undertaken at universities would grind to a halt or at least become immeasurably more difficult. And of course librarians do considerable research in their own right, often as important as that of their professorial colleagues.

But the struggle for recognition is not over. At many universities it is still often more difficult for librarians to secure release time and sabbaticals for purposes of research, special projects, and educational development. Collective agreements have to be strengthened to ensure equality of treatment for librarians. And there are other problems.

Federal government cutbacks to the research granting councils have been severe, and none more so than those at the Social Sciences and Humanities Research Council.

The SSHRC has had in these circumstances to cut back on its support of research. But instead of looking more rigorously at the proposals that come to it, the SSHRC has decided to eliminate support in entire areas of research. One of these areas has been that of Canadian Studies Research Tools. SSHRC has decided that it will no longer award grants for research projects falling under this description. If such tools are to be created in the future, then the research must be tied in with "researchers' projects or programs of study."

I understand that a York University theatre faculty member applied for a research grant for a new type of Canadian dictionary, and was turned down by one of the 15 SSHRC committees, now the route for applications for research tools, on the grounds that the proposal properly belongs to the Canadian Studies Research Tools program — except that this program no longer exists! Bibliographic studies, it seems, are no longer to be viewed by the SSHRC as stand-alone projects, but only as auxiliary to other, apparently more legitimate, research projects.

The reasoning in the SSHRC is that bibliographic research tools "should be supported increasingly by virtue of their potential research value." This is rather like the Natural Sciences and Engineering Research Council deciding that it will no longer award grants in the area of computer science unless the development of these research tools is tied to "researchers' projects or programs of research." This is absurd: computer scientists would rightly object to being treated as "assistants" to other NSERC-funded research studies headed by academics in other disciplines.

However, it is just this that the SSHRC has done to librarians. The SSHRC program of grants for Canadian Studies Research Tools was heavily used by academic librarians developing research tools such as bibliographies. By eliminating this program, the SSHRC is in effect saying that librarians wishing to pursue bibliographical research projects can now do so only as "assistants" to other SSHRC-funded research studies headed primarily by professors.

Research that aims to develop research tools is perfectly legitimate research and is often the first step in revealing just what can be done in other areas. When bibliographic research is done, other researchers discover what fruitful lines of research are feasible. A decent bibliographical study opens up lines of research.

Academic librarians are rightly upset at this SSHRC decision to treat them as nothing more than faculty research assistants. Their normal duties often mean that librarians have far fewer research opportunities than professors. Now the SSHRC is to deny them the support for the research time that they need.

The CAUT Librarians Committee is proposing a lobbying effort to convince the SSHRC to restore the grants program for Canadian Studies Research Tools. Faculty and librarians across Canada could start on this by speaking to their local SSHRC representatives, to urge them to support the restoration of this program.

But this should be seen as part of an on-going task for CAUT, and for its local and provincial members, to secure for academic librarians recognition that they are in the full sense of the term academic.

By/par Fred Wilson
CAUT President/Président de l'ACPU

Les bibliothécaires, enfants pauvres de la recherche?

Lorsque je suis entré dans le milieu universitaire pour la première fois, les femmes et les bibliothécaires ne pouvaient faire partie du club de professeurs; au collège où je travaillais, les femmes ne pouvaient même pas être invitées à la salle commune des professeurs de dernière année. Nous avons fait beaucoup de chemin au cours des 20 dernières années. Les barrières officielles concernant les professeurs de sexe féminin ont été levées, mais les bibliothécaires ont quant à eux eu plus de difficultés à être acceptés de tous.

Les bibliothécaires d'universités canadiennes sont généralement membres des associations locales de professeurs. Bien souvent, ils ont obtenu ce statut en dépit d'une vive opposition des administrateurs réticents à reconnaître que les bibliothécaires font légitimement partie du personnel enseignant des universités. Dans certaines universités, cette réticence prévaut encore.

Il est clair que les bibliothécaires professionnels sont, à juste titre, considérés comme membres du personnel universitaire: leur rôle est aussi important pour le fonctionnement de l'université que celui des professeurs. En ce qui concerne la fonction d'enseignement, il est tout aussi essentiel de fournir de bonnes ressources documentaires aux étudiants que de leur dispenser des cours. Sans les compétences des bibliothécaires, une grande partie de la recherche universitaire ralentirait, ou, à tout le moins, deviendrait infiniment plus difficile. Et, bien sûr, les bibliothécaires mènent à bien beaucoup de travaux de recherche de leur propre chef, travaux qui sont souvent aussi importants que ceux de leurs collègues professeurs.

Mais les bibliothécaires ne sont pas au bout de leurs peines. Dans de nombreuses universités, il leur est encore plus difficile d'obtenir un dégagement ou des congés sabbatiques pour s'adonner à la recherche, à des projets spéciaux et au perfectionnement pédagogique. Les conventions collectives doivent être améliorées afin d'assurer un traitement égal aux bibliothécaires. Et il existe d'autres problèmes.

Les restrictions imposées par le gouvernement fédéral aux conseils subventionnaires ont été sévères, surtout dans le cas du Conseil de recherches en sciences humaines (CRSHC).

Le CRSHC a donc dû réduire son appui à la recherche. Toutefois, au lieu d'étudier de plus près les demandes qui lui sont soumises, il a décidé de mettre fin à son appui dans des domaines complets de recherche, entre autres dans la catégorie «Les études canadiennes: outils de recherche». Le CRSHC a en effet décidé de ne plus accorder de subventions aux projets de recherche de cette catégorie. S'il faut créer de tels outils dans l'avenir, alors la recherche devra être liée aux projets de chercheurs ou aux programmes d'étude.

J'ai cru comprendre qu'à l'Université York, un professeur du département de théâtre avait demandé une subvention pour un nouveau type de dictionnaire canadien; l'un des 15 comités du CRSHC, qui doit maintenant juger les demandes visant des outils de recherche, a refusé la demande puisque la proposition entre en fait dans la catégorie des études canadiennes — sauf que cette catégorie n'existe plus! Il semble par ailleurs que le Conseil ne considère plus les études bibliographiques comme des projets autonomes, mais plutôt comme des projets de recherche secondaires s'inscrivant dans le cadre d'autres projets apparemment plus légitimes.

La position du CRSHC repose sur le raisonnement suivant: de plus en plus, les outils de recherche bibliographique devraient être soutenus en fonction de leur valeur de recherche potentielle. Comparons cette mesure à une décision du Conseil de recherches en sciences naturelles et en génie (CRSNGC) de ne plus subventionner le domaine de l'informatique, à moins que la mise au point des outils de recherche ne soit liée aux projets de recherche ou aux programmes de recherche. C'est là une idée absurde puisque les informaticiens n'accepteraient pas, à juste titre d'ailleurs, d'être considérés comme assistants à d'autres études de recherche financées par le CRSNGC et dirigées par des universitaires d'autres disciplines.

Cependant, c'est de cette façon que le CRSHC traite les bibliothécaires universitaires. Ceux d'entre eux qui mettent au point des outils de recherche tels que les bibliographies ont souvent eu recours à son programme de subventions au titre des études canadiennes. En supprimant ce programme, le CRSHC dit en fait que les bibliothécaires désirant poursuivre des projets de recherche bibliographique ne peuvent maintenant le faire qu'à titre d'assistants dans le cadre d'autres études de recherche financées par le CRSHC et dirigées principalement par des professeurs.

Les travaux visant à mettre au point des outils de recherche sont parfaitement légitimes; bien souvent, il s'agit du premier pas vers la découverte des débouchés qui s'offrent dans d'autres domaines. Une fois la recherche bibliographique effectuée, d'autres chercheurs découvrent les sphères de recherche utiles qu'ils pourront étudier. Une bonne étude bibliographique ouvre des horizons.

Les bibliothécaires universitaires sont fâchés, à juste titre d'ailleurs, de la décision du CRSHC qui les traite comme rien de plus que des adjoints à la recherche universitaire. Déjà, dans le cadre de leurs fonctions régulières, ils ont beaucoup moins de possibilités de recherche que les professeurs. Et maintenant, le CRSHC refuse de leur accorder du temps nécessaire pour la recherche.

Le Comité des bibliothécaires de l'ACPU propose d'exercer des pressions afin de convaincre le CRSHC de rétablir le programme de subventions dans la catégorie des études canadiennes: outils de recherche. Les professeurs et les bibliothécaires de tout le Canada pourraient d'abord discuter avec leurs représentants locaux du Conseil, afin des les inciter à appuyer le rétablissement de ce programme.

Mais ces activités ne devraient être considérées que comme une partie du travail continu de l'ACPU et de ses membres des associations locales et provinciales afin que l'on reconnaisse aux bibliothécaires universitaires le statut d'universitaires dans toute l'acceptation du terme.

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Fall conference explores 'chilly climate' for women

By Marilyn Taylor
Chair, Status of Women Committee

As women now constitute more than 50 per cent of the undergraduate student population and as initiatives are implemented to enlarge the proportion of women in graduate schools and the professorate, the environment which women encounter in the university is of increasing concern.

This fact, along with an examination of various forms of opposition to the full inclusion of women in the university and ways to address that opposition were the major focus subjects of the CAUT Status of Women Conference held in Ottawa, Oct. 31 through Nov. 2.

This conference was an important one for many as indicated by a record attendance of 124 delegates. The event was designed primarily as a working conference with six different sessions on aspects of action confronting gender harassment (or sexism) and sex discrimination.

The conference was evaluated highly by most of those attending, and in particular, the participatory nature of the conference was very favourably evaluated. Many stated that the conference had exceeded their expectations and that it provided practical assistance to them in their work at their own universities.

Dr. Bernice Sandler (Centre for Women policy Studies, Washington, D.C.), one of the originators of the term "chilly climate," launched the conference with an address entitled, "Changes in the Chilly Climate; Strategies for Action." Dr. Sandler highlighted the indications of progress which have been made but also the worsening of the climate on university campuses, with particular reference to rape and other forms of physical violence against individual women.

Six working sessions were held in which participants were invited to hring their own experiences of and cases exemplifying "the chilly climate" into the discussion, with a view to evolving strategies to effectively confront climate problems for women.

Linda Briskin (York) led a working session which highlighted gender and race inequities in the classroom and formulated strategies for anti-sexist and anti-racist teaching. Hélène Bibeault (CAUT-Coop) and Jan Newson (York) explored with participants the issues for women which can be addressed in the collective bargaining process and strategies which effectively include women and our concerns in that process. Defining and identifying sexism or gender harassment and developing effective responses was the focus of the working session led by Pat Chuchryk (Lethbridge) and Ann Robinson (Laval).

The problems involved in establishing Women's Studies programs and in promoting gender balance in the curricula were addressed in the session led by Harriet Lyons (Waterloo) and Joyce Forbes (Lakehead). Mariette Blanchette (CAUT) and Nancy Adamson (Carleton) assisted participants to identify distinctions among forms of discrimination and harassment and the procedural pitfalls to be aware of in initiating action against this behaviour. Pam Milne and Emily Curasco (Windsor) worked with participants' specific campus realities and structures to develop ways to organize for changes for women.

In addition to individual participants drawing relevant action consequences from the working sessions, recommendations were drawn from the sessions for specific university groups by *Hilda Taylor* (Acadia), for provincial associations by Helen Breslauer (OCUFA) and by CAUT's Status of Women Committee by Susan Jackel (Alberta).

Hilda Taylor observed that, from the descriptions of individual experiences and cases presented by participants at the conference, "the depth of the chilly climate that we exist in is really quite staggering." She recommended that attention at the local level be turned to providing systems of advocacy and networking for women and members of other minorities on campuses.

She also recommended that more vigilance is necessary to ensure that policies that exist are implemented and that continuing efforts be made to sensitize colleagues and students on the issues and that there be sources of learning skills related to collective bargaining, leadership and accessing information.

Helen Breslauer observed that provincial associations have an important role in providing some of those sources of learning for women, particularly in collective bargaining and lobbying and as sources of education for their members on climate issues raised in this conference.

Susan Jackel highlighted some of the recommendations for follow-up of the conference by the SWC of CAUT. She noted that a conversation is developing on the question of incorporating an expanded version of the Bibeault-Newson working session at collective bargaining workshops of the COOP. She also recommended tbat the SWC produce a compendium of stories which illustrate "what is happening to us" similar to the list of 147 statements described by Dr. Sandler indicating that discrimination and harassment are not simply the brooding of a few.

Jackel also recommended that CAUT take a role in promoting proactivity on these issues by member associations. She noted that the SWC-CAUT needs to assist in promoting clarity regarding the use of Human Rights Commissions along with the faculty association and CAUT procedures for pursuing redress of complaints.

She suggested that the SWC might also consider what should be done to support a national clearinghouse for materials on program changes in Women's Studies, Black Studies, Native Studies, Lesbian Studies and inclusive curricula. Finally, "taking the temperature of the chilly climate" on campuses across the country is a suggestion which the SWC could explore.

A panel discussion on the Vinogradov case, featured in the Independent Inquiry Report in the November issue of the ***Bulletin***, featured Aleksandra Vinogradov, Marg Csapo (UBC) and Bernice Schrank (MUN) representing CAUT-AF&T, Bill Black, Human Rights Institute, U. of Ottawa presenting the issues concerning Human Rights Commissions, and Susan Jackel representing the CAUT-SWC. The panel raised awareness, not only regarding the elements of this specific case, but of commonly experienced problems with university avenues of appeal, courts, and Human Rights Commissions.

Through discussions following the panel, and a motion adopted during the final plenary session, the SWC will be "working jointly with the AF&T Committee to ensure that all available options be pursued to secure both an individual remedy for Aleksandra Vinogradov and systemic remedies for the issues that this case illustrates...."

Getting acquainted: From left to nght: Marilyn Taylor (Chair, SWC), Joyce Forbes (SWC), Guest, Janice Drakich (SWC), Bernice Sandler (Keynote speaker), Dayna Daniels (SWC).

Atelier sur le statut de la femme: l'inclusion des femmes

Résumé rédigé par Louise Caron
traductrice, ACPU

Le Comité du statut de la femme a organisé un atelier portant sur l'opposition que suscite la vision féministe de l'université et sur les différents moyens d'y faire face. Tenu du 31 octobre au 2 novembre, l'atelier a attiré un nombre record de déléguées, soit 124.

L'atelier visait à parler ouvertement de l'ambiance souvent hostile que doivent affronter les femmes à l'université, lesquelles représentent maintenant plus de 50 p. 100 des effectifs étudiants du 1er cycle. Malgré les initiatives mises en oeuvre pour augmenter le nombre de femmes aux études supérieures et au sein du corps professoral, il subsiste diverses formes implicites d'opposition à leur présence.

L'atelier a reçu une évaluation élevée de la plupart des déléguées qui ont beaucoup aimé qu'il soit axé sur la participation.

Mme Bernice Sandler, du Centre for Women Policy Studies à Washington, et celle qui a lancé le concept du *chilly climate* (climat de refroidissement), a signalé les progrès accomplis en faveur des femmes mais a aussi fait remarquer que le climat régnant dans les universités avait empiré.

Six séances de travail étaient prévues qui ont porté notamment sur les inégalités entre les races et les sexes, le sexisme et le harcèlement sexiste, les problèmes que suscitent la mise sur pied des programmes d'études féministes et les distinctions à faire entre les formes de discrimination et de harcèlement et les pièges légaux.

Enfin, l'atelier s'est conclu par un panel sur l'affaire Vinogradov.

Marilyn Taylor

Senior Negotiator's Forum tackles tough topics

By George J. De Benedetti
Mount Allison University

Negotiating Strategies in a Crisis was the theme of this year's Senior Negotiator's Forum sponsored by the CAUT Collective Bargaining Cooperative and held at tbe Westin Hotel, Ottawa, Nov. 15-17, 1991.

The peculiar difficulties encountered by negotiators in times of crises were discussed, such as those currently faced by many colleagues across Canada because of the wage freezes imposed by the federal and several provincial governments and the issues of financial exigency and academic redundancy.

Approximately 50 persons participated in the forum which also tackled issues such as negotiating wages and non-economic articles in the context of wage restraints, the collective bargaining interests of women faculty members, negotiating back to work agreements during a strike, and difficulties in negotiating in the context of financial exigency and redundancy.

They also discussed the involvement of faculty associations in the collective bargaining process in implementing new CAUT policies, such as fraud and misconduct in research.

Donald Savage, Executive Director of CAUT and the Collective Bargaining Cooperative, reported that the three granting agencies in Canada were developing policy on academic dishonesty and the fact that some universities were developing policies without consulting with faculty associations.

Dr. Savage explained that the Collective Bargaining Cooperative was developing a model clause on academic fraud and misconduct. He also said that the University of New Brunswick had negotiated an article on academic fraud and misconduct in their most recent agreement.

Sylvia Johannson and Tom Booth spoke of the need to prevent the faculty association from becoming a "third player" in the formulation of new policies. They reported that the University of Manitoba Faculty Association "has bargained language into the collective agreement which grants the association some control or consultation in policy formulation" and the difficulties in enforcing such language.

Allan Sharp and Gail Storr of the University of New Brunswick, Bill Schrank of Memorial University, and Tom Dececchi of Royal Military College spoke of the importance of not separating wages from academic issues when negotiating in the context of wage restraints and of taking a long-term view when negotiating wages so that all parties are aware of where the faculty association wants to be over a period of time.

Such an approach helps mitigate shortfalls during periods of wage restraints. Wage freezes provide a good opportunity to make gains in articles like professional development allowances, workloads, market differentials, and child care.

All speakers stressed the importance of not taking a defeatist attitude when employers tried to claw back well-earned gains of previous contracts in the face of current financial restraints and the importance of being aggressive at the table under these circumstances.

Ramzi Salamé of l'Université Laval and John Gilchrist of Trent University spoke of the need to negotiate a comprehensive back-to-work protocol in times of strike. They outlined what such a package should contain and the difficulties in negotiating such terms when an

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On the front line to guard professional rights

By Bernice Schrank
Chair, Academic Freedom and Tenure Committee

Tbe Academic Freedom and Tenure Committee is the senior standing committee of the Canadian Association of University Teachers, a clear indication of the continuing concern with fundamental questions of intellectual freedom.

Tbe terms of reference spell out this committee's responsibilities, the most important being that it shall deal, "with appeals made to it by individual faculty members who consider that their professional rights have been infringed." Clearly, the mandate of the committee is wide.

The committee has, over the years, been involved in a variety of cases with academic freedom implications. There have been obvious denials of academic freedom such as a refusal to renew an appointment because the individual concerned was an unapologetic Marxist. There are also more subtle infringements of academic freedom such as a case in which an administrator insisted that, for a specific course, a colleague use a particular textbook.

While the terms of reference indicate that the committee receives appeals from individuals, in practice, it usually only takes on cases when local procedures for resolution have been exhausted. The committee is most comfortable when individual appeals are supported by local faculty associations. This practice is not simply a matter of courtesy.

In its attempts to resolve problems, it often finds itself engaged in protracted "negotiations" with senior administrators. As a result, it often needs both the information about university policies and practices that can best be provided by faculty associations and the support of the association to achieve a solution.

What happens when individuals are not supported by their faculty association? It does indeed happen that faculty associations do not always support a member's appeal. In some cases, faculty associations are hostile with regard to a specific case. Obviously, in these cases, the committee has to navigate carefully. But the committee itself decides on whether its intervention is warranted (courtesy and convenience notwitbstanding) on the merits of each case.

The committee is composed of seven members elected by tbe Council of CAUT. The president, the vice-president, and the executive director of CAUT serve as ex-officio members and Howard Snow, one of tbe CAUT professional officers, serves as secretary. The involvement of CAUT staff not only puts at the committee's disposal the historical memory of CAUT, but also the resources of tbe CAUT office.

Tbe Committee meets four times a year and when it is not in session, any colleague with a problem within the mandate of the committee can call the CAUT office for advice. Althougb the committee also has the important responsibility "for making recommendations to Council on policy matters relating to academic freedom and tenure, grievances and discrimination," the centrepiece of each meeting is a lengthy and careful review of outstanding cases.

Tbe committee treats cases on a confidential basis, by which it means that in the early stages of its involvement, individual cases are not brought to the attention of CAUT Council nor publicized through the ***Bulletin***. Nevertbeless, in seeking both facts and possible remedies, it may consult with relevant administrators, colleagues, and the faculty association. Indeed, the bulk of the committee's work in tbe early stages is througb consultation and persuasion.

If these methods do not produce a resolution, the committee may appoint one or more of its own members to conduct an informal fact-finding visit to the university to try to achieve an acceptable remedy througb direct discussions based on its understanding of the case and the additional information gathered on-site. In the absence of a resolution through a mix of informal mechanisms, tbe Committee may put in place a formal Committee of Inquiry to investigate a complaint and produce a report which, in appropriate circumstances, may be published in tbe ***Bulletin***.

It is a measure both of tbe deteriorating conditions in Canadian universities and the confidence with which the committee is held that it has had on its agenda during the last year, in addition to a variety of policy matters, between 25 and 35 individual cases.

À la défense des droits professionnels

par Bernice Schrank,
présidente, Comité de la liberté universitaire et de la permanence de l'emploi

Le Comité de la liberté universitaire et de la permanence de l'emploi est le plus ancien comité permanent de l'Association canadienne des professeurs d'université (ACPU); c'est là la preuve que les questions fondamentales liées à la liberté intellectuelle soulèvent continuellement des questions.

En vertu de son mandat, le Comité est principalement chargé de s'occuper «des appels que des professeurs, alléguant une violation de leurs droits professionnels, portent à son attention». Il s'agit manifestement d'un vaste mandat.

Au fil des ans, le Comité a dû traiter une variété de cas touchant la liberté universitaire. Il y a eu des refus évidents de liberté universitaire, par exemple lorsqu'un marxiste non repenti s'est vu refuser un renouvellement de contrat. Il y a également eu des infractions plus subtiles à la liberté universitaire, par exemple dans le cas où un administrateur a insisté pour que, dans le cadre d'un cours précis, un collègue utilise un manuel particulier.

Si, en théorie, le Comité entend les appels de particuliers, en pratique, il se charge en général uniquement des cas lorsque toutes les procédures locales de résolution ont été épuisées. Le Comité se sent plus à l'aise pour traiter les appels de particuliers qui sont appuyés par les associations de professeurs locales. Cette pratique n'est pas simplement une question de courtoisie.

Désireux de résoudre les problèmes, il doit souvent négocier longuement avec les administrateurs supérieurs. Il a donc souvent besoin, d'une part, d'information sur les politiques et pratiques universitaires que les associations de professeurs sont les plus à même de fournir, et, d'autre part, du soutien de l'association afin d'en arriver à un règlement.

Que se passe-t-il si des particuliers ne sont pas appuyés par leur association de professeurs? Il se peut en effet que les associations de professeurs n'appuient pas l'appel interjeté par un membre. Les associations sont parfois hostiles à un cas précis. Et bien sûr, dans ces cas, le Comité doit agir avec précaution. Mais seul le Comité peut décider, selon chaque cas, si son intervention est justifiée (sans égard à la courtoisie ou à la commodité).

Le Comité se compose de sept membres élus par le Conseil de l'ACPU. Le président, le vice-président et le directeur général de l'Association sont membres d'office du Comité, et Howard Snow, membre du personnel professionnel de l'ACPU, en est le secrétaire. Le personnel de l'ACPU, en plus de fournir au Comité les documents nécessaires, offre un accès aux ressources du secrétariat de l'Association.

Le Comité se réunit quatre fois par année; lorsqu'il ne siège pas, tout collègue ayant un problème relevant du mandat du Comité peut appeler le secrétariat de l'ACPU pour obtenir des conseils. Bien que le Comité ait également l'importante responsabilité de «formuler des recommandations au Conseil sur des questions d'orientation reliées à la liberté universitaire et à la permanence, aux griefs et à la discrimination», les réunions sont principalement consacrées à des révisions longues et minutieuses de chaque cas en suspens.

Pour le Comité, chaque cas est confidentiel; ainsi, au tout début de son intervention, les cas individuels ne sont pas soumis au Conseil de l'ACPU ni publiés dans le ***Bulletin***. Néanmoins, dans sa recherche des faits et des solutions possibles, il peut consulter les administrateurs, les collègues et l'association de professeurs visés. En fait, au cours des premières étapes, la majeure partie du travail du Comité se fait à coup de consultations et de persuasion.

Si ces méthodes n'aboutissent à rien, le Comité peut charger au moins l'un de ses membres d'effectuer une visite d'information officieuse à l'université afin d'essayer de trouver une solution acceptable en tenant des discussions directes basées sur sa compréhension du cas et en recueillant de l'information supplémentaire sur le terrain. Si on ne parvient à aucune solution à l'aide des divers mécanismes informels, le Comité peut créer une commission d'enquête officielle chargée d'étudier une plainte et de produire un rapport qui, selon les circonstances, peut être publié dans le ***Bulletin***.

Au cours de la dernière année, le Comité a dû traiter entre 25 et 35 cas individuels, en plus d'une variété de questions de principe. *Voilà qui témoigne bien de la* détérioration des conditions dans les universités canadiennes et de la confiance à l'égard du Comité.

QUICK QUIP

Dr. Richard Goldbloom of Dalhousie on the ambiguous results of research on ASA:

"Good research does not give you answers; it just improves your questions".

Senior Negotiator's

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association was actually on strike.

The workshop on this topic organized by Hélène Bibeault of the Coop and Mariette Blanchette of CAUT was well received by the participants and generated much interest and discussion because many associations had never negotiated a back-to-work agreement.

The panel consisting of Mariette Blanchette (CAUT), Marilyn Taylor (Concordia), and Pamela Smith (Regina) on the collective bargaining interests of women faculty members stressed that all articles in a collective agreement should reflect the needs and interests of women and that terms and conditions of employment in the collective agreements should be demonstrably equal.

There was the caveat expressed about language whose substance would appear to be gender neutral when in fact it would contribute to the further discrimination against women. One such example was the proposal that faculty be placed on a pay scale in accordance with years of experience after the completion of a doctorate.

Such a proposal would discriminate against women who may have interrupted their studies at some stage between earning their first degree and tbeir final degree. Tbe workshop organized by this panel was well received and served to educate many senior negotiators on the collective bargaining needs and interests of women faculty members.

Rick McGaw (University of New Brunswick), Howard Snow (CAUT), Maureen Kilgour (Coop), Roger Wehrell (Mount Allison) and Gordon Unger (University of Alberta), addressed the forum on the importance of negotiating sound financial exigency and academic redundancy articles in a collective agreement and the difficulties encountered when negotiating a collective agreement in the context of exigency and redundancy.

The financial difficulties encountered at the University of Alberta and Mount Allison served as models for a workshop organized by Maureen Kilgour and Howard Snow whicb focused on the contents of good model clauses on financial exigency and academic redundancy.

Participants appreciated workshop sessions on articles tbat may bave been somewhat theoretical when collective agreements were first negotiated but which now have become very practical and operational because of changing financial times.

Participants valued tbe opportunities for discussion and exchange of ideas after the various panels and during the three worksbops. The organizers were pleased at the increased presence and participation of women and persons of both official languages.

Tbe forum ended on a bigh note with participants ready to return to their associations prepared to emphasize that negotiating in times of crises presented not only challenges but opportunities to seek some objectives and goals normally not vigorously pursued.

Compte rendu du Colloque des négociateurs d'expérience

Résumé rédigé par Louise Caron traductrice, ACPU

Le colloque des négociateurs d'expérience, organisé par la Coopérative de négociation collective, a eu lieu du 15 au 17 novembre 1991 sur le thème *Les stratégies de négociation en temps de crise*. Le colloque a remporté un vif succès et a attiré environ 50 délégués. On y a discuté des problèmes particuliers que doivent affronter les négociateurs en temps de crise, notamment le gel des salaires, l'urgence financière et l'excédent d'enseignement. Il a également été question de la négociation des salaires et des articles non pécuniaires en temps de restriction salariale, des intérêts des femmes dans la négociation collective et de la négociation d'un protocole de retour au travail pendant une grève.

Une brochette de conférenciers expérimentés ont traité de ces questions. Entre autres, Don Savage a expliqué que la Coopérative était en train d'élaborer une clause modèle sur la fraude et l'inconduite dans la recherche et que l'UNB avait négocié un article là-dessus dans sa dernière convention. Allan Sharp, Gail Storr, Bill Schrank et Tom Dececchi ont conseillé aux négociateurs de penser à long terme lors de la négociation des salaires pour éviter de mauvaises surprises en période de restriction salariale. Mariette Blanchette, Marilyn Taylor et Pamela Smith ont insisté sur la nécessité d'avoir une convention collective dont tous les articles reflètent les besoins et les intérêts des femmes.

En bref, les participants ont aimé les séances portant sur les articles et ont apprécié l'occasion qu'ils ont eue de discuter et d'échanger des idées.

Out-of-country medical coverage varies widely

By J. Mark Langdon

Professors planning to teach or engage in research out of tbe country for an extended period of time often assume that they will be covered by provincial medical insurance. However, several provinces are either considering or have already reduced out-of-country coverage.

Rccently, Marylea Telfer of Telfer International Incorporated, a Montreal overseas insurance consulting firm, advised CAUT about provincial variations in foreign medical coverage.

Newfoundland

Coverage for residents planning foreign travel is for one year if they state their intent to return to the province. If residents intend to stay out of the country for more than one year they must return at the end of the first year and provide proof of their intention to return within one additional year, for coverage to be renewed.

P.E.I.

Coverage is for 12 months, provided that the individual maintains a residence in the province and their departure has been accepted by the Hospital and Health Services Commission. In-patient hospital services are limited to $100 per day plus 75 per cent of the balance of the cost of insured services.

Nova Scotia

Nova Scotia residents are covered by their province's plan for one year provided that they have not been away for more than 182 days in any one year in the past and if they maintain a residence in the province. Residents planning to stay out of the country for more than one year will not be covered.

While physician services are covered, x-ray and laboratory services and prescription drugs are not covered.

New Brunswick

New Brunswick residents are covered for up to one year only with in-patient services paid up to a standard ward rate established by the New Brunswick Hospital Services Plan. Out-patient services are paid for on the basis of a pre-determined rate, similar to that paid for services within the province.

Ontario

Ontario residents are covered for up to two years, provided that the applicant is a full-time employee on an Ontario employer's payroll, assigned outside Ontario for a stipulated amount of time.

Tbe traveller must provide the Ministry of Healtb with a letter from his or her employer prior to leaving and must have spent at least six of the previous 12 months in Ontario.

If the person plans to work for a foreign company, coverage is not maintained unless it is for less than three months. Coverage is limited to *$400 per day for acute care* and *$200* per day for regular hospital services.

Manitoba

Manitoba residents leaving the country are covered for up to one year, provided that the Ministry of Health is provided with a written date of departure and expected date of return. Those working in a foreign country are covered for up to two years provided that a copy of the worker's contract is submitted prior to departure.

The level of coverage paid is comparable to the costs of services in Manitoba hospitals of similar size. Elective treatments must be cleared in advance to determine whether reimbursement will be paid. Emergency out-patient services will be reimbursed at the rate of 75 per cent of the hospital's charges or at the average cost of a comparable treatment in Manitoba (whichever is higher).

Saskatchewan

Saskatchewan residents are, upon request, covered for up to two years of foreign travel. Coverage is predicated on the fact that an individual must not be establishing a permanent residence elsewhere. If the traveller intends to stay for more than two years, coverage ceases on the last day of the second month following the date of decision to extend the stay for more than two years.

Both in-patient and out-patient services are covered on the basis of Saskatchewan rates and practices.

Alberta

Alberta residents leaving Canada for business purposes are covered for 12 months and when leaving for a sabbatical, for up to 24 months. Health services are paid up to the rates normally paid for such services in the province.

Hospital services are paid at a rate of $280 to $570 per day depending on the bed capacity of the hospital. Laboratory services, pharmacy items, radiology, nursing care and supplies are covered but out-patient services are limited to $100 a day.

B.C.

British Columbia residents are eligible for up to 12 montbs of medical coverage provided tbat they intend to return within the year. Individuals in Canada World Youth, Canadian Executive Services Overseas and the Canadian International Development Agency may be eligible for 24 months of coverage, on request.

Only emergency, in-patient hospital benefits are provided, to a maximum of $75 a day for adults and children and $41 a day for infants. Out-patient dialysis treatment is payable at a rate currently in effect in B.C.

Quebec

Details on Quebec were unavailable although tbe province is currently planning cutbacks in foreign medical coverage.

The above outline indicates that there are serious limits to and gaps in coverage that sbould be considered by those planning to leave the country for an extended period. In certain provinces, additional medical coverage seems essential. Indeed, some provinces themselves recommend additional, private coverage.

If an out-of-town country sabbatical is planned, CAUT members are advised to contact their university group insurance administrator for further information.

University of Alberta Provides Data on Universities

The Population Research Laboratory at the University of Alberta recently produced the results of its 1991 survey of 1,269 Albertans. The survey contained questions asking citizens about their views on the role and value of universities, new program and policy initiatives, and government funding.

Seven out of 10 responded that universities require additional funding while 73 per cent agreed that "the quality of university education will probably decline unless government funding is increased."

Additionally, slightly over half agreed with the University of Alberta's decision to raise admission requirements from 65 per cent to 70 per cent; only 18 per cent were in favour of raising tuition fees beyond their current level of 12 per cent of operating costs; 57 per cent approved of reserving spaces for aboriginal students; 74 per cent said that there is a need for quotas for disabled students; and 49 per cent agreed that foreign students "enhance the quality of education for all students." Thirty-eight per cent supported the idea that universities should provide broad, general training, compared to 50 per cent who wanted more job-specific training. Those sample members with a degree were much more likely to support a general, liberal arts education.

University of Alberta Considers Cuts

Discussions at the University of Alberta may lead to the elimination of the Department of Home Economics in 1992. According to Fred Van De Pitte, past president of the university's faculty association (AAS:UA), that is only one of several measures being explored as administrators and faculty brace themselves for wbat is expected to be another tight provincial budget.

Another possibility that has been discussed is the elimination of service courses away from the "home" department. For example, English courses taught in other departments might no longer be taught by tenured faculty in the English department but rather would be taught by sessional appointments.

Prof. Van De Pitte expressed concern about this idea, noting that it could create a situation where tenured faculty are "sitting around" or are asked to teach in areas where they are not comfortable. These kinds of suggestions are products of rumours that the provincial grant for the university may be three to five per cent below the rate of inflation.

Layoffs Rescinded at U of T

A bizarre series of events at the University of Toronto, in which staff were quickly dismissed and then subsequently rehired, precipitated the resignation of the university's dean of medicine.

On Nov. 13, 70 members of the faculty's support staff were abruptly fired despite tbe objections of professors, staff and students and in spite of the fact that the workers had valid contracts. The firing was swift and dramatic, with campus police usbering some staff out of their offices. On Nov. 21, President Robert Prichard rescinded the decision to fire the workers and on Nov. 25, John Dirks resigned as dean of medicine.

Prichard, who subsequently apologized for the firings, had been openly questioned by several professors at the university. One of those who confronted Prichard, David Tinker, a professor in the biochemistry department, noted: "We are not a public company. We are an institution with very high ideals."

Savage Speaks to Queen's Faculty Association

On Dec. 3, Dr. Donald Savage, Executive Director of CAUT, spoke to about 100 members of the Queen's University Faculty Association about Dr. Stuart Smith's recent report on universities. After providing a critical review of Smith's main recommendations, Dr. Savage fielded a variety of questions from the audience about Smith's controversial report.

Soins médicaux à l'extérieur du pays: mieux vaut prévenir...

par J. Mark Langdon

Souvent, les professeurs qui prévoient quitter le pays pour une période prolongée afin d'enseigner ou de s'adonner à la recberche supposent qu'ils sont protégés par leur régime d'assurance-maladie provincial. Toutefois, plusieurs provinces ont déjà diminué la protection accordée à l'extérieur du pays ou envisagent de le faire.

Marylea Telfer, de Telfer International Incorporated, firme montréalaise de conseillers en assurance outre-mer, a récemment informé l'ACPU des diverses modalités provinciales concernant la protection médicale à l'étranger.

Terre-Neuve

Les résidents qui travaillent à l'étranger sont protégés pendant un an s'ils font part de leur intention de revenir dans cette province. S'ils prévoient s'absenter plus longtemps, ils doivent alors revenir à la fin de la première année et prouver leur intention de rentrer d'ici une autre année afin que la protection soit renouvelée.

Ile-du-Prince-Édouard

Les résidents sont couverts pendant 12 mois, s'ils maintiennent un domicile dans la province et si leur départ a été approuvé par la Hospital and Health Services Commission. En cas d'hospitalisation, l'indemnisation se limite à 100 $ par jour plus 75 p. 100 du coût des autres services couverts.

Nouvelle-Écosse

En vertu du régime en vigueur en Nouvelle-Écosse, les résidents sont protégés pendant un an s'ils n'ont jamais quitté le pays pendant plus de 182 jours dans une année et s'ils conservent un domicile dans la province. Les résidents prévoyant quitter le pays pour plus d'un an ne sont pas couverts.

Le régime d'assurance couvre les services d'un médecin, mais non les services de radiologie et de laboratoire ni les médicaments prescrits.

Nouveau-Brunswick

Les résidents du Nouveau-Brunswick sont couverts pour une période pouvant aller jusqu'à un an, et les services d'hospitalisation sont remboursés en vertu d'un taux de salle standard fixé par le New Brunswick Hospital Services Plan. Quant aux services en consultation externe, ils sont remboursés selon un taux préétabli, similaire à celui qui est en vigueur pour les mêmes services fournis dans la province.

Ontario

Les résidents de l'Ontario sont protégés pour une période maximale de deux ans, dans la mesure où le candidat est un employé à temps plein rémunéré par un employeur de l'Ontario et affecté à l'extérieur de la province pour une période précise.

Avant son départ, le voyageur doit remettre au ministère de la Santé une confirmation écrite de son employeur; il doit en outre avoir passé six des 12 derniers mois dans la province.

S'il prévoit entrer au service d'une entreprise étrangère, l'employé n'est plus assuré à moins que son séjour ne dure moins de trois mois. Les frais admissibles sont limités à 400 $ par jour pour les soins actifs et à 200 $ par jour pour les services bospitaliers ordinaires.

Manitoba

Les résidents du Manitoba quittant le pays sont protégés pour une période maximale d'un an, à condition qu'ils indiquent par écrit au ministère de la Santé leur date de départ et la date de retour prévue. Les travailleurs oeuvrant dans un autre pays sont couverts pour une période maximale de deux ans s'ils ont fourni une copie de leur contrat de travail avant leur départ.

Le niveau de compensation offert est comparable au coût de services similaires dispensés dans les hôpitaux de la province. Pour ce qui est des traitements facultatifs, on recommande de s'informer au préalable afin de déterminer s'ils sont admissibles. Les services d'urgence en consultation externe seront remboursés à raison de 75 p. 100 des frais réclamés par l'hôpital ou du coût moyen d'un traitement comparable au Manitoba (le plus élevé des deux étant retenu).

Saskatchewan

Les résidents de la Saskatchewan qui en font la demande peuvent être assurés pendant une période maximale de deux ans lorsqu'ils séjournent à l'étranger. Ils ne peuvent toutefois, au cours de cette période, établir de résidence permanente ailleurs. En cas d'absence de plus de deux ans, la protection se termine le dernier jour du deuxième mois suivant la date où le résident a décidé de prolonger son séjour au-delà de cette échéance.

Le remboursement des frais aux patients hospitalisés ou traités en consultation externe équivaudra aux taux et aux pratiques en vigueur en Saskatchewan.

Alberta

Les résidents de l'Alberta quittant le pays pour des raisons professionnelles sont protégés pendant 12 mois; en cas de congé sabbatique, cette protection peut atteindre 24 mois. Les services de santé sont remboursés jusqu'à concurrence des taux en vigueur dans la province pour des services similaires.

Les remboursements de services hospitaliers jouent entre 280 $ et 570 $ par jour, selon le nombre de lits d'hôpital disponibles. En outre, les services de laboratoire, les médicaments, la radiologie, les soins infirmiers et le matériel sont assurés, mais les services en consultation externe sont limités à 100 $ par jour.

Colombie-Britannique

Les résidents de la Colombie-Britannique sont admissibles à une protection maximale de 12 mois, s'ils ont l'intention de rentrer dans l'année. Les participants aux programmes de Jeunesse Canada Monde, de même que les travailleurs du Service administratif canadien aux organismes et de l'Agence canadienne de développement international peuvent être admissibles à une protection de 24 mois s'ils en font la demande.

Les primes ne couvrent que les soins d'urgence administrés aux patients hospitalisés, jusqu'à concurrence de 75 $ par jour pour les adultes et les enfants, et de 41 $ par jour pour les nourrissons. Les dialyses pratiquées en consultation externe sont remboursables selon les taux en vigueur dans la province.

suite à la page 7

Soins médicaux à l'extérieur du pays: mieux vaut prévenir...

suite de la page 6

Québec

Il a été impossible d'obtenir des renseignements pour le Québec; précisons toutefois que la province envisage actuellement de réduire la protection des soins médicaux à l'étranger.

On peut donc constater que la protection médicale comporte des limites et des lacunes importantes, qui doivent être soigneusement considérées avant de quitter le pays pour une période prolongée. Dans certaines provinces, il semble indispensable de prévoir une protection supplémentaire. En fait, certaines provinces recommandent même de contracter une assurance personnelle.

Les membres de l'ACPU qui prévoient prendre un congé sabbatique à l'extérieur de la ville devraient communiquer avec l'administrateur de l'assurance collective de leur université afin d'obtenir de plus amples renseignements.

L'Université de l'Alberta offre des données sur les universités

Le laboratoire de recherches démographiques de l'Université de l'Alberta a récemment publié les résultats d'une enquête effectuée en 1991 auprès de 1 269 Albertains. On demandait aux citoyens leur opinion sur le rôle et la valeur des universités, sur les nouveaux programmes et les nouvelles politiques, et sur le financement gouvernemental.

Sept personnes sur dix étaient d'avis que les universités ont besoin de plus d'argent, tandis que 73 p. 100 ont convenu que la qualité de l'enseignement universitaire diminuerait probablement si le gouvernement n'y investissait pas davantage.

En outre, un peu plus de la moitié des personnes interrogées approuvaient la décision de l'Université de l'Alberta de faire passer les conditions d'admission de 65 à 70 p. 100; seules 18 p. 100 étaient en faveur d'une augmentation des droits de scolarité, qui s'établissent actuellement à 12 p. 100 des coûts de fonctionnement; 57 p. 100 étaient d'accord pour que des places soient réservées aux étudiants autochtones; 74 p. 100 ont affirmé qu'il faudrait prévoir des contingents d'étudiants handicapés; et 49 p. 100 ont convenu que les étudiants étrangers amélioraient la qualité de l'enseignement pour tous les étudiants. Par ailleurs, 38 p. 100 des répondants étaient d'accord avec le fait que les universités devraient offrir une formation vaste et générale, comparativement à 50 p. 100 qui désiraient une formation plus spécialisée et axée sur l'emploi. Les répondants détenant un diplôme penchaient nettement plus en faveur d'un enseignement général en arts libéraux.

Coupes sombres à l'Université de l'Alberta?

Les discussions en cours à l'Université de l'Alberta pourraient se solder par l'abolition, en 1992, du département d'économie familiale. En effet, selon Fred Van De Pitte, président sortant de l'Association des professeurs de l'université (AAS:UA), ce n'est là qu'un exemple des nombreuses mesures envisagées par les administrateurs. Les professeurs s'attendent à un autre budget provincial serré.

On a également envisagé d'éliminer les cours hors programme fournis à d'autres départements. Ainsi, les cours d'anglais dispensés dans d'autres départements pourraient bien ne plus être donnés par des professeurs permanents du département d'anglais, mais plutôt par des chargés de cours.

Cette idée inquiète M. Van De Pitte, qui a souligné qu'elle pourrait créer une situation où les professeurs permanents «se tournent les pouces» ou doivent enseigner dans des secteurs qui ne leur sont pas familiers. De telles suggestions sont le fruit de rumeurs selon lesquelles les subventions provinciales accordées à l'université pourraient être de 3 à 5 p. 100 inférieures au taux d'inflation.

Douche écossaise à l'Université de Toronto

À la suite d'une étrange série de rebondissements, les employés de l'Université de Toronto ont été subitement mis à pied puis ré-embauchés, et le doyen de la Faculté de médecine de l'université a présenté sa démission.

Le 13 novembre dernier, 70 employés de soutien ont été soudainement mis à pied, en dépit de l'apposition des professeurs, des employés et des étudiants, et sans égard au fait qu'ils avaient des contrats de travail valides. La mise à pied a été rapide et dramatique, les agents de police du campus ayant dû chasser certains employés de leur bureau. Le 21 novembre, Robert Prichard, recteur de l'université, a révoqué la décision de renvoyer les travailleurs. Quatre jours plus tard, John Dirks démissionnait de son poste de doyen de la faculté de médecine.

M. Prichard, qui s'est par la suite excusé de la situation, a été contesté ouvertement par plusieurs professeurs de l'université. Le professeur David Tinker, du Département de biochimie, a fait remarquer: «L'Université de Toronto n'est pas une société publique. C'est une institution qui a des idéaux très élevés».

Don Savage rencontre l'Association des professeurs de Queen's

Le 3 décembre, Donald Savage, directeur général de l'ACPU, a pris la parole devant quelque 100 membres de l'Association de professeurs de l'université Queen's. Il a parlé du récent rapport de M. Stuart Smith sur les universités. Après une étude critique des principales recommandations de l'auteur, M. Savage a répondu aux nombreuses questions des participants sur ce rapport controversé.

Final call for Nominations

Nominations are now being actively sought for election to the Executive Committee, namely: CAUT President, Vice-President, Treasurer and three Members-at-large. Nominations are also being sought for election to positions on the three CAUT Standing Committees: Academic Freedom and Tenure — two vacancies; Librarians — two vacancies including the Person Chairing; and Status of Women Committee — two vacancies. Individual affiliated members and associate members of CAUT are entitled to make nominations.

In order to maintain the effectiveness of CAUT as an organization it is extremely important that well qualified members of local and provincial associations are nominated. Elections will take place at the CAUT Council meeting in Ottawa in May, 1992.

Term of Office

The term of office for the President, Vice-President and Executive Committee Members-at-large is one year. The term of office for the Treasurer is two years. The term of office for members of CAUT Standing Committees is three years.

Nomination Procedure

Nominations should be sent to:
Professor Peter King
Person Chairing
Elections and Resolutions Committee
CAUT
Suite 308, 294 Albert Street
Ottawa, Ontario K1P 6E6

They should include:

A letter of nomination.

A brief statement of why the nominator feels the nominee is qualified to serve.

The agreement of the nominee to serve if elected.

A completed copy of the "Standard Information Form" (available from any Faculty Association office or from CAUT) and, for nominees to the Academic Freedom and Tenure Committee, a full academic curriculum vitae.

Nomination deadlines

Academic Freedom and Tenure Committee:
March 1, 1992

Librarians Committee:
March 1, 1992

Status of Women Committee:
March 1, 1992

All other nominations:
March 31, 1992 if possible

Description of Positions

The President
Responsible for guiding the affairs of the Association between meetings of Council and for ensuring that policies approved by Council are implemented. A nominee for the position of President should have had considerable experience in faculty association affairs at the local or provincial level.

The Vice-President
Responsible, in particular, for relations between CAUT and its staff and, as a senior officer, for assisting the President with his or her responsibilities.

The Treasurer
Responsible for the preparation of draft budgets and financial statements and for ensuring that proper controls remain in place to ensure the financial integrity of the Association.

Committee Members
Nominees for positions on Standing Committees should have considerable experience in the area of responsibility of the committee to which he or she is nominated.

Dernière sollicitation de candidatures

Nous sollicitons activement des candidatures à des postes au Comité de direction, soit: président(e), vice-président(e). trésorier(ière) et trois membres ordinaires de l'ACPU. En outre, nous sollicitons des candidatures à des postes aux trois comités permanents de l'ACPU: deux postes au Comité de la liberté universitaire et de la permanence de l'emploi, deux postes à celui des bibliothécaires dont celui de la présidence, et deux postes au Comité du statut de la femme. Les membres affiliés individuels et les membres associés de l'ACPU ont le droit de présenter des candidatures.

Pour que l'ACPU demeure une organisation efficace, il est donc très important de proposer des candidats qualifiés des associations locales et provinciales. Les élections se tiendront à l'occasion de l'assemblée du Conseil qui se tiendra à Ottawa en mai 1992.

Mandat

Le mandat du président ou de la présidente, du vice-président ou de la vice-présidente de même que des membres ordinaires du Comité de direction est d'un an. Le mandat du trésorier ou de la trésorière est de deux ans. Le mandat des membres des comités permanents de l'ACPU est de trois ans.

Méthode de mise en candidature

Il faut envoyer les candidatures à:
M. Peter King
Président
Comité des élections et résolutions
ACPU
Bureau 308, 294, rue Albert
Ottawa (Ontario) K1P 6E6

Les pièces suivantes doivent accompagner les mises en candidature:

Une lettre de mise en candidature.

Une brève déclaration expliquant pourquoi la personne qui présente le(la) candidat(e) estime qu'il ou elle possède les qualités voulues.

L'accord du(de la) candidat(c) de siéger s'il (ou si elle) est élu(e).

Une copie du Formulaire d'information réglementaire à l'intention des candidats à un poste electif de l'ACPU, disponible auprès des associations de professeurs ou de l'ACPU et, pour les candidats au Comité de la liberté universitaire et de la permanence de l'emploi, un curriculum vitae complet de leur expérience universitaire.

Date limite des mises en candidature

Le Comité de la liberté universitaire et de la permanence de l'emploi:
le 1er mars 1992

Le Comité des bibliothécaires:
le 1er mars 1992

Le Comité du statut de la femme:
le 1er mars 1992

Toutes les autres mises en candidature:
le 31 mars 1992 si possible

Description des postes

Le(la) président(e)
La personne élue est responsable de la direction des affaires de l'association entre les assemblées du Conseil et s'assure que les directives approuvées par le Conseil sont mises en oeuvre. Les candidats à la présidence doivent posséder une expérience considérable en matière d'associations de professeurs à l'échelle locale ou provinciale.

Le (la) vice-président(e)
La personne élue est responsable, en particulier, des relations entre l'ACPU et son personnel et, en tant que dirigeant supérieur, elle aide le(la) président(e) à s'acquitter de ses responsabilités.

Le (la) trésorier(ière)
La personne élue est responsable de la préparation des budgets provisoires et des états financiers et veille à ce qu'un contrôle adéquat soit maintenu pour assurer l'intégrité financière de l'Association.

Les membres des comités
Les candidats à des postes aux comités permanents doivent posséder une expérience considérable dans le champ de responsabilité du comité pour lequel leur candidature est proposée.

Full agenda for Librarians' Committee fall meeting

By Jim Brett
Chair, Librarians' Committee

The Librarians' Committee met in Ottawa Nov. 22 and 23 for its second meeting of the year and we covered a very full agenda over those two days.

The group reviewed the draft recommendations from the Scholarly Publications Cutback Study considering input from the Executive and the other standing committees of CAUT. Revised recommendations were produced and forwarded to the Executive for consideration. These recommendations will go before the January Council for discussion and possible adoption as CAUT policy.

The issues of release time for the purposes of academic research, special projects, study and educational development were considered. Some institutions, notably Memorial University and the University of Regina, have clauses which deal with these issues. The committee intends to work with the CAUT Coop to produce a model clause for librarians' release time. Please inform us of your own clauses.

The committee's survey to determine the effectiveness of the joint CAUT/CACUL guidelines for the appointment and review of chief librarians has produced a good return. Ruth Sheeran (Bishop's) did an initial analysis of the data and will present a full report to the committee at its March meeting.

Linda Winkler (Regina) has gathered some information on stipends for librarians who have administrative responsibilities, and who carry out special projects. If you can provide the committee with details on stipends in place at your institution, please forward the information to Bob Moore at CAUT.

CAUT was one of the many groups which endorsed recommendation eleven of the RSC study titled, *Realizing the Potential*. Unfortunately, the response from government to this recommendation which calls for the formation of a national task force to examine the situation of Canadian academic libraries has been lukewarm. The committee has asked that the Executive lobby to establish this task force.

The committee submitted its comments to the Executive subcommittee formulating CAUT's response to the Smith report. One concern, highlighted during the committee's study of Smith's final report is the problem of the lack of accurate statistical indicators that can be used to compare libraries. The committee hopes to undertake a separate study of the available library related statistics to see if useful measures can be determined.

The cancellation of the SSHRC's Canadian Studies Research Tools grant program is a severe blow to academic librarians involved in bibliograpbical and other related research works. The committee has asked the Executive to lobby vigorously for the re-establishment of these grants.

Planning is well underway for the next librarians' conference. It will take place in Halifax Nov. 26 to 28, 1992. Interested persons are reminded to contact their local association early to see what financial support is available for conference attendance.

The committee continues to monitor the situation surrounding copyright and the GST. CAUT is lobbying to have the Phase II copyright legislation include exemptions for the handicapped, for educational purposes, and to deal effectively with the issue of "buying around."

More concrete data is needed about the effect of the GST on academic libraries. If you can supply information on the GST situation in your institution please contact Bob Moore.

Jim Brett

Chronique des bibliothécaires un ordre du jour chargé pour la réunion de novembre

par Jim Brett
président du Comité
des bibliothécaires

Le Comité des bibliothécaires s'est réuni à Ottawa les 22 et 23 novembre. Il s'agissait de sa deuxième réunion de l'année et les membres avaient beaucoup de pain sur la planche.

Le comité a examiné les recommandations préliminaires de l'étude sur la réduction des abonnements aux revues savantes et a tenu compte des commentaires du Comité de direction et des autres comités permanents de l'ACPU. Il a révisé les recommandations et les a transmises au Comité de direction pour qu'il les étudie. Les recommandations seront soumises aux membres du Conseil et feront l'objet de discussions à l'assemblée de janvier. Il est possible qu'elles soient adoptées à titre de politique de l'ACPU.

Les membres du comité se sont penchés sur le dossier du dégagement aux fins de recherches universitaires, de projets particuliers, d'étude et de perfectionnement professionnel. Certains établissements d'enseignement, entre autres l'Université Memorial et l'Université de Regina, disposent de clauses traitant de la question. Le comité a l'intention de collaborer avec la Coopérative pour rédiger une clause modèle sur le dégagement des bibliothécaires. Si vous avez une clause de ce genre, veuillez nous en informer.

L'enquête du comité visant à déterminer l'efficacité de l'Énoncé de principes de l'ACPU et de l'ACBCU sur la nomination et l'évaluation des bibliotbécaires en cbef a donné de bons résultats. Ruth Sheeran, de l'Université Bishop's, a effectué une analyse préliminaire des données et présentera un rapport complet à la réunion de mars du comité.

Linda Winkler, de l'Université de Regina, a recueilli des renseignements sur les primes remises aux bibliothécaires ayant des responsabilités administratives et accomplissant des projets particuliers. Si vous pouvez fournir au comité des renseignements sur la question à votre université, veuillez les communiquer à Bob Moore, au secrétariat de l'ACPU.

À l'instar de nombreux groupes, l'ACPU a approuvé la recommandation 11 du rapport de la Société royale du Canada intitulé *Un potentiel à réaliser*. Malheureusement, le gouvernement s'est montré peu enthousiaste face à cette recommandation visant la création d'un groupe de travail national sur la situation des bibliotbécaires d'université. Le comité a demandé au Comité de direction d'exercer des pressions en faveur de la mise sur pied de ce groupe de travail.

Le comité a soumis des observations au sous-comité du Comité de direction devant élaborer la réplique de l'ACPU au rapport Smith. Il a notamment soulevé le problème de l'absence d'indicateurs statistiques justes qui peuvent être utilisés pour comparer des bibliothèques. Ce problème a été relevé pendant l'étude que le comité a faite du rapport définitif de la Commmission Smith. Le comité espère entreprendre une étude distincte des statistiques disponibles reliées aux bibliotbèques pour examiner la possibilité de déterminer des mesures utiles.

Les bibliothécaires d'université effectuant des travaux de recberches bibliographiques ou dans un domaine connexe viennent de subir un dur coup avec l'annulation du programme de subvention du CRSH intitulé *Études canadiennes: outils de recherche*. Le comité a demandé au Comité de direction d'exercer de vigoureuses pressions en faveur du rétablissement de ces subventions.

Les préparatifs du prochain colloque des bibliothécaires, qui aura lieu à Halifax du 26 au 28 novembre 1992, vont bon train. Nous rappelons aux personnes intéressées de communiquer avec leur association locale dans les meilleurs délais afin de se renseigner sur l'aide financière disponible pour assister au colloque.

Le comité continue de surveiller la situation sur le droit d'auteur et la TPS. L'ACPU exerce des pressions pour que la partie II de la loi sur le droit d'auteur prévoie des exemptions pour les personnes handicapées et à des fins pédagogiques et qu'elle traite efficacement de la question des achats de livres étrangers par l'intermédiaire d'agents.

Des données plus concrètes sont nécessaires sur la portée de la TPS sur les bibliothèques d'université. Si vous avez des renseignements à ce sujet à votre université, veuillez communiquer avec Bob Moore.

Smith Report Update

The CAUT Executive Committee, meeting Nov. 29-30, reviewed a preliminary commentary on the Smith report from Alan Andrews, Vice-President of CAUT. Prof. Andrews is chairing the subcommittee of the Executive that will draft a response to the Smith report for consideration by the CAUT Council in January.

Smith Recommendations: What would they cost?

Recommendation 1. Government contributions to Canadian universities should be increased on a gradual basis to bring them to a point closer to present government contributions to state universities in the U.S.

According to the figures cited by Smith, in 1987-88, per capita student funding for U.S. state universities was $17,600, while in Ontario it was $13,230. If the Ontario figures were extrapolated to the rest of Canada, the cost would be about $2.2 billion.

Recommendation 2. The federal government should continue (and restore) its contributions in the field of Established Programs Financing (EPF).

The current (1991-92) total federal transfers for PSE to the provinces is $5.9 billion. If the Conservative government had not reduced the escalator by two per cent per year beginning in 1986 until 1990-91, at which time a complete freeze was imposed, the current value of transfer payments would be $7.2 billion, a difference of $1.3 billion in cash for one year.

If the government restored the escalator, plus two per cent, it would take approximately ten years for the funding level to reach what it would have been without the two per cent reduction and the freeze.

Recommendation 3. Real increases in the budgets of the granting councils.

Although not clear what "real increases" mean, both the Committee of the National Advisory Council on Science and Technology (Lortie Report) and the Standing Committee on Industry, Science and Technology, Regional and Northern Development (1990) recommend doubling of the budgets for the three granting councils over a period of three years.

The 1991-92 government estimates for the granting agencies are $829 million. Doubling the budget over three years would require an increase of 26 per cent per year.

Alan Andrews
Vice-President CAUT

Rapport du Comité d'enquête

En 1984, l'Université Sainte-Anne (USA) a refusé la permanence au professeur John Kenyon qui a ensuite fait appel au Comité de la liberté universitaire et de la permanence de l'emploi. Ce dernier, après avoir fait plusieurs démarches officieuses n'ayant pas permis de régler l'affaire, a mis sur pied un comité d'enquête conformément aux procédures d'enquête de l'ACPU. Composé de Raymond Joly, de l'Université Laval, et d'Arsène Richard, de l'Université Moncton), le comité avait pour mandat d'examiner l'affaire. Le Comité de la liberté universitaire et de la permanence de l'emploi, après le dépôt du rapport du comité d'enquête, s'est rendu à l'Université Sainte-Anne pour discuter de l'affaire avec l'administration et pour tenter d'en arriver à un règlement acceptable. L'administration a refusé d'offrir quelque réparation que ce soit à M. Kenyon mais a néanmoins souligné les améliorations apportées à la convention collective en matière d'examen de la permanence, notamment l'ajout de délais, le nombre de membres et la composition du comité d'évaluation et du comité d'appel ainsi que le droit de recourir aux procédures de règlement de grief et à l'arbitrage dans certains cas.

Malgré la correspondance échangée dans laquelle on insistait pour que l'université accepte la responsabilité d'aider les employés aux prises avec un problème d'alcoolisme et sur la nécessité de donner un préavis de congédiement acceptable, l'administration a continué de refuser un dédommagement personnel à M. Kenyon. Par conséquent, le Comité de la liberté universitaire et de la permanence de l'emploi recommande la publication du présent résumé, dont il est l'auteur, du rapport du comité d'enquête.

Résumé du rapport du comité d'enquête
Le 15 avril 1987

Historique de l'enquête

Le 17 avril 1984, Roseann Runte, rectrice de l'Université Sainte-Anne, informa le professeur John Kenyon qu'elle avait recommandé au conseil d'administration de le remercier de ses services. M. Kenyon recourut immédiatement au comité d'appel. Le comité confirma la recommandation négative de la rectrice. L'Association des professeurs et bibliothécaires de l'Université Sainte-Anne (APBUSA) entra en communication avec le Comité de la liberté universitaire et de la permanence de l'emploi (CLUPE) qui décida que l'affaire justifiait une enquête en bonne et due forme.

Historique de la carrière de M. Kenyon à l'université Sainte-Anne

M. Kenyon est entré au service de l'Université Sainte-Anne en 1978 en vertu d'un contrat de deux ans à titre de professeur agrégé du département de pédagogie et de directeur de ce département, En 1980, malgré un nombre considérable d'éléments positifs dans le dossier, M. Kenyon vit son contrat renouvelé pendant un an. On a invoqué son problème d'alcoolisme. En 1981, il se vit offrir un nouveau contrat d'un an qu'il accepte pour 1982-1983. Il passa au département des humanités et sciences sociales.

En 1982, on envisagea la permanence de M. Kenyon et un comité d'évaluation recommanda qu'elle lui soit accordée. Cependant, l'administration jugea bon de ne pas suivre la recommandation et proposa un contrat de sursis d'un an. M. Kenyon recourut au comité d'appel, lequel confirma la décision négative. On lui accorda donc en 1983 un nouveau contrat d'un an.

Les motifs de la décision

L'administration a prétendu que le rendement de M. Kenyon ne suffisait pas dans aucun des domaines normalement considérés pour la permanence: l'enseignement, la recherche et les publications, la création artistique et littéraire, la gestion universitaire, le travail de comité, l'encadrement de la vie étudiante. Le comité d'enquête n'a rien trouvé de probant dans les motifs de l'administration justifiant un rendement insatisfaisant dans la création artistique et littéraire, la gestion universitaire, le travail de comité ou l'encadrement de la vie étudiante. Les membres du comité se sont attardés à l'évaluation de son enseignement et de ses activités de recherche et ont relevé certains motifs à l'appui d'une évaluation négative.

L'enseignement

Le comité d'enquête était d'avis que le rendement de M. Kenyon à ce chapitre souffrait de lacunes graves. Il a semblé aux membres du comité que M. Kenyon ne pouvait pas communiquer avec les étudiants qui ne se trouvaient pas sur la même longueur d'onde que lui. Il était incapable de suivre son plan de cours, il négligeait de fournir de la documentation d'appoint photocopiée, il oubliait de noter les devoirs et rédigeait des questions d'examen difficiles à déchiffrer.

La recherche et sa diffusion

Le comité a remarqué que M. Kenyon, pendant ses années de service à l'Université Sainte-Anne, n'avait cessé de s'adonner à la recherche. Selon les membres, il est remarquable qu'il ait réussi à produire autant compte tenu de sa lourde charge d'enseignement (24 crédits). Le comité a néanmoins signalé un point qui n'est pas en faveur de l'intéressé, à savoir la diversité des domaines abordés dans ses publications. Ils étaient d'avis que la grande vitalité intellectuelle de M. Kenyon, sa curiosité, sa culture et son érudition ne s'accompagnaient pas d'une conscience suffisamment aiguë de ce que la recherche exige en mûrissement et en concentration.

Conclusion au sujet de la permanence

Le comité a conclu, à la lumière de son opinion sur les lacunes de M. Kenyon dans les domaines de l'enseignement et de la recherche, que l'administration, sur le fond, n'était pas inéquitable en jugeant son rendement insuffisant pour l'octroi de la permanence. Le comité a ensuite examiné les procédures suivies par l'administration pour en arriver à une décision négative.

Les circonstances, la procédure

(1) *L'objectivité.* Le comité souligne que l'Université Sainte-Anne est un établissement francophone de très petite taille, situé à bonne distance des centres urbains et au service d'une minorité. Les membres du comité ont estimé que ces circonstances particulières avaient comme corollaire une qualité introspective qui pouvaient entraver l'objectivité des évaluateurs de M. Kenyon. Les membres du comité étaient d'avis qu'il aurait été préférable que M. Kenyon, au moment de son évaluation, eut bénéficié d'un examen fait par des gens qui s'étaient moins souvent frottés à lui. Selon eux, l'évaluation en vue de la permanence a peut-être été troublée par l'influence indue de l'administration, par les prédilections ou les antipathies personnelles. Ces facteurs ont des conséquences d'autant plus grandes que l'établissement est petit.

(2) *Normes inconséquentes.* D'après le comité, M. Kenyon n'a pas reçu de message clair des divers processus d'évaluation auxquels il a participé. Il a été ballotté entre les évaluations positives, les évaluations réservées et les décisions négatives. Le comité a estimé que les effets cumulatifs des divergences de vue sur son rendement ont sans doute créé de la confusion bien que chacune de ces évaluations puisse avoir été juste.

La lettre de renvoi
La date

Malgré que les *Conditions* enjoignent le comité d'évaluation de faire connaître sa recommandation au plus tard le 31 janvier et que le recteur ait un mois pour communiquer la sienne, le comité a découvert que, dans le cas présent, ces actes furent accomplis respectivement le 24 février et le 17 avril. En tout état de cause, d'après le comité, le calendrier prévu était insatisfaisant et la personne intéressée devrait savoir en décembre au plus tard si elle doit ou non se mettre en quête d'un nouvel emploi.

L'énoncé des motifs

Le comité n'a pas estimé que l'énoncé des motifs justifiant le refus de la permanence était raisonnable. Selon les membres, il ne suffit pas d'énumérer les domaines dans lesquels le candidat aurait dû faire ses preuves, en affirmant qu'il ne les a pas faites; cela équivaut à dire: «Vous n'obtenez pas la permanence parce que nous jugeons que vous n'en êtes pas digne», ce qui frise la tautologie. En se bornant là dans sa lettre, Mme Runte, selon eux, frustrait donc M. Kenyon d'un droit strict, celui de savoir exactement de quels critères et à cause de quels manques ou manquements l'université le remerciait de ses services et compromettait par la suite son droit à une défense pleine et entière. Ce que la lettre ne révélait pas à M. Kenyon, l'audience du comité d'appel ne le lui a pas appris non plus.

Le comité d'appel
La procédure

Le comité d'enquête a estimé que le comité d'appel avait adopté une procédure absolument vicieuse.

1. M. Kenyon n'était pas présent pendant toute la durée de l'audience, de sorte qu'il n'a pas entendu les dépositions contre lui, n'a pu y répondre ni en contre-interroger les auteurs. En particulier, il n'a pas entendu l'exposé de la rectrice.
2. La rectrice et le vice-recteur avaient contacté cinq ou six personnes pour recueillir leur avis sur la qualité de la recherche de M. Kenyon. Cette démarche est légitime. Néanmoins, l'opération fut menée d'une manière inadmissible pour deux raisons: le choix des experts invoqués se fit sans que M. Kenyon ait été prié de suggérer des noms, de donner son avis sur la compétence de ceux qu'on proposait ou de signaler les conflits d'école ou de personnalité qui pouvaient peut-être constituer des contre-indications. De plus, on s'est contenté d'avis verbaux. Un seul témoignage écrit était au dossier. Les témoignages étaient donc par ouï-dire, chose tout à fait intolérable même si la rectrice a sincèrement rapporté ses conversations sans omettre les éléments positifs, comme elle l'a affirmé.
3. Il va de soi qu'un comité d'appel n'a pas rempli son mandat quand, à son tour, il rend une décision non motivée.

La Composition du comité d'appel

Le comité d'enquête a également estimé que la composition du comité d'appel était vicieuse.

En général, les administrateurs ne devraient pas siéger dans une pareille instance si ses décisions n'ont de valeur que consultative et ne sont pas exécutoires. De plus, étant donné la petite taille de l'USA, on est inévitablement forcé de demander à certaines personnes de juger en révision de leur propre décision.

Dans le cas présent, les deux administrateurs membres du comité avaient suivi chaque péripétie de la carrière de l'appelant, y étaient parfois intervenus de façon déterminante et étaient en guerre de notes avec lui depuis des années. L'intégrité de ces deux hommes ne fait pas de doute à nos yeux, mais, selon le comité, nul ne croira qu'ils aient pu entendre les dépositions avec un esprit exempt de prévention. Le comité a émis l'avis qu'il existait une appréhension raisonnable de préjugés.

Du côté des professeurs, la situation était encore plus aberrante selon le comité. Tous les deux étaient mariés avec des étudiantes qui avaient suivi les cours de M. Kenyon et leur en avaient abondamment parlé. L'un d'entre eux s'est trouvé dans la situation vaudevillesque d'entendre le témoignage de sa propre femme. De telles incongruités sont inévitables lorsqu'on doit recruter les membres d'un comité dans un bassin trop étroit.

Le climat et le mode de prise de décision

D'après ce qu'en a jugé le comité, l'audience s'est déroulée dans un climat très émotif et dans un style un peu trop dramatique pour que la pondération y trouve son compte. La décision fut rendue après quatorze heures de travaux sans que l'on ait accordé suffisamment de temps pour les délibérations. Il aurait fallu allouer du temps entre les jours d'audience et le vote. D'après le comité, un examen à tête reposée, une discussion sur le détail des motifs auraient produit une sentence peut-être différente, en tout cas plus solide.

Conclusion

En ce qui concerne les procédures, le comité a conclu que les lacunes observées dans la lettre de renvoi et dans le fonctionnement du comité d'appel étaient assez graves pour que M. Kenyon ait été frustré dans ses droits au regard de l'équité et de la justice naturelle.

Addenda, décembre 1988

Le 15 avril 1987, le comité d'enquête a présenté un projet de rapport au Comité de la liberté universitaire et de la permanence de l'emploi qui fut communiqué au professeur Kenyon, à son syndicat et à l'employeur pour qu'ils fassent connaître leurs observations.

Le comité d'enquête n'a pas cru bon de revenir sur son jugement à la lumière de ces observations. Les membres du comité ont maintenu que M. Kenyon oeuvrait dans un établissement dépourvu des ressources d'ordinaire à la disposition des chercheurs en psychologie expérimentale. Il a dû se chercher de nouveaux domaines de recherche. Ils n'étaient pas persuadés, néanmoins, que son employeur fut inique en jugeant qu'il n'y avait pas très bien réussi - pas assez en tout cas pour compenser les faiblesses que l'on pouvait observer dans son enseignement.

Les membres du comité ont ensuite ajouté que, selon eux, l'Université Sainte-Anne s'attendait à plus d'héroïsme de la part de ses professeurs qu'il n'est de règle dans le reste du Canada. Ils ont fait remarquer qu'ils avaient beaucoup insisté, dans leur projet de rapport, sur la désinvolture avec laquelle l'administration avait exploité le dévouement de M. Kenyon. L'administration de l'époque a trouvé sage de le mettre à toutes les sauces, de profiter de sa complaisance pour multiplier et diversifier ses tâches. Elle l'a comblé de marques d'estime plus ou moins sincères avant de le renvoyer par une lettre brutale, injuste et préjudiciable à son honneur.

Le comité a conclu qu'il ne pouvait pas ne pas attribuer à l'employeur une part considérable de responsabilité dans l'échec de leur relation et ce, peu importe les faiblesses du rendement de M. Kenyon.

Inquiry finds unfairness in Kenyon case

The CAUT procedures for investigating grievances include the investigation by an independent Committee of Inquiry which reports to the CAUT Academic Freedom & Tenure Committee. The policies permit the publication of the report, or as is being done here, a report prepared by the AF&T Committee.

The case involved the denial of tenure to Prof. John Kenyon by the Université Sainte-Anne. The Committee of Inquiry found unfairness in the process and while the university made changes to the procedures they refused to provide any personal remedy to Prof. Kenyon.

This AF&T Report being published here is a summary of the Report of the Committee of Inquiry.

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Mot du président de la FQPPU

Michel M. Campbell

Quand il est devenu évident que l'unité était une chose probable, je me suis mis à rêver de vacances syndicales et de carrière professorale à temps plein. Ce rêve a fait long feu car certains collègues m'incitaient à continuer à servir à titre de président de la FQPPU. J'ai aussi été approché dans ce sens par les présidents de nombreux syndicats. Je devais donc prendre une décision et je dois vous avouer que j'ai bien réfléchi avant d'accepter.

J'accepte de servir comme président de la FQPPU pour plusieurs raisons. D'abord parce que je crois qu'il est important de défendre les universités québécoises et ce, particulièrement dans la conjoncture actuelle.

Ensuite, parce qu'il est important de défendre nos droits comme professeures et professeurs d'université; c'est nous qui sommes la cheville ouvrière permanente de ces institutions fondamentales dans une société!

J'ai accepté aussi de servir parce que je crois à la liberté universitaire et parce que les professeurs, bommes et femmes, doivent se battre pour avoir leur juste place dans le gouvernement des universités.

Je crois qu'il est urgent que nos syndicats travaillent ensemble pour préparer, négocier et s'assurer de l'application des meilleures conventions collectives possibles.

Enfin, je crois que les femmes doivent travailler en pleine égalité dans les universités aussi bien pour une question de justice sociale que pour assurer la valeur de la production du discours scientifique.

Une fédération démocratique

J'accepte d'autant plus de servir que nous nous sommes dotés au Congrès de fondation d'une institution démocratique et capable de rendre des services adéquats. Nous ne devons pas craindre d'avoir une Fédération forte car sa force ne peut s'exercer contre les syndicats locaux ou la volonté des membres. Au contraire, c'est de la base, avec les syndicats, que la nouvelle Fédération trouvera la puissance nécessaire pour promouvoir les objectifs que nous nous sommes fixés.

Ceux qui me connaissent, savent que je ferai tout en mon pouvoir pour faire en sorte que nos représentations devant les différents corps sociaux se fondent sur le plus large consensus possible dans la communauté professorale québécoise. En ce sens, il faudra continuer le travail sur l'unité car ce n'est qu'au moment où toutes les professeures et professeurs d'université du Québec seront réunis sous sa structure que notre nouvelle Fédération trouvera toute sa valeur et tout son sens. C'est sans attendre qu'il faut s'assurer des moyens pour réaliser nos objectifs!

Depuis la fondation de la FQPPU

Le travail ne manque pas. Depuis la fondation de la FQPPU, nous avons pris les mesures de transition nécessaires et nous assurons le suivi des dossiers qui étaient déjà sur les tables de l'IPUQ et de la FAPUQ. Nous nous sommes dotés de premiers règlements de fonctionnement. Nos cinq comités statutaires se sont mis en marche avec ardeur. Nous avons adapté les services offerts par la permanence afin de répondre à une demande accrue puisque nos syndicats membres sont plus nombreux et dispersés à travers le Québec. Nous avons organisé une conférence de presse pour dénoncer la Loi 149, le discours du Trône et le sous-financement des universités et présenter la nouvelle Fédération aux médias. Nous avons rencontré madame Lucienne Robillard, ministre de l'Enseignement supérieur et de la Science ainsi que l'exécutif de la CREPUQ. Enfin, nous établissons des liens avec d'autres associations canadienne, continentale et internationales semblables à la FQPPU ainsi qu'avec les grandes centrales et fédérations syndicales québécoises.

C'est dans ce climat dynamique et progressiste que la FQPPU prend son envol.

Vive les professeures et professeurs d'université du Québec, vive la FQPPU!

Michel M. Campbell
President FQPPU/
président FQPPU

A Message from the President of the FQPPU

By Michel M. Campbell

When it became clear that unity was likely, I started to dream of a break from union activities and a full-time career in university teaching. This dream was short-lived because some of my colleagues were already urging me to seek the presidency of the FQPPU.

Similar requests also came from the presidents of many unions. As a result, I had to make a decision and I must admit that I gave the matter a great deal of thought before accepting.

I agreed to serve as president of the FQPPU for several reasons. First, I did so because it is important that we defend the universities of Quebec, particularly at this time.

My second reason was the fact that we must defend our rights as university teachers because we are, after all, the linchpins of these institutions, which are of fundamental importance to society.

I also agreed to serve because I believe in the freedom of universities and because teachers of both sexes must fight to secure a just place for themselves in university government.

I believe that there is an urgent need for our unions to work together to prepare and negotiate the best possible collective agreements and to ensure that they are implemented.

Finally, I believe that women must be our full equals in the universities, not only in the interests of social justice but also to ensure that our scholarly endeavours are meaningful.

A democratic federation

What made me happy to accept was the fact that at our founding convention we created a democratic institution capable of providing an appropriate level of service. We should not be afraid of a strong federation because its strength cannot be applied against local unions or the wishes of its members.

On the contrary, the strength that the new federation needs to work toward its objectives lies in its foundations, that is, the member unions.

Those of you who know me will realize that I shall do all I can to ensure that the representations we make to various official bodies will be based on the strongest possible consensus among the university teachers in our province.

In this sense we must continue to work for unity because only when all the university teachers in Quebec have joined together within our federation, can it achieve its full potential and be most meaningful. We must equip ourselves with the means to achieve our goals without delay!

Developments since the FQPPU was created

There is no lack of work, because since the FQPPU was founded, we have taken the necessary transitional measures and will continue to work on matters that were being handled by the IPUQ and the FAPUQ.

We have passed the first operating by-laws and our five standing committees have enthusiastically set about their tasks. We have adapted the services provided by our permanent staff to meet the increased demand since our membership is now more numerous and more widely scattered throughout Quebec.

We organized a press conference to denounce Bill 149, the Throne Speech and the lack of funding for universities and also to introduce the new federation to the media. We have met with Mrs. Lucille Robillard, the Minister of Higher Education and Science, and with the executive of the CREPUQ.

Finally, we are creating links with other organizations in this country, on this continent and throughout the world that have similar goals to those of the FQPPU as well as with the major umbrella organizations and federations of unions within Quebec.

It is in this dynamic and progressive environment that the FQPPU has taken its first of many steps.

Long live the university teachers of Quebec; long live the FQPPU!

Les syndicats membres de la FQPPU

— Association des professeurs de l'Institut Armand-Frappier (APIAF)
— Syndicat des professeures et des professeurs de l'Université de Sherbrooke (SPPUS)
— Syndicat des professeurs de l'Institut national de la recherche scientifique (SPINRS)
— Association des ingénieurs-professeurs des sciences appliquées de Sherbrooke (AIPSA)
— Syndicat des employés-es de l'Université du Québec en Abitibi-Témiscamingue (SEUQAT, section professeures et professeurs)
— McGill Association of University Teachers (MAUT)
— Syndicat des professeurs et professeures de l'Université du Québec à Montréal (SPUQ)
— Syndicat des professeurs de l'Université du Québec à Trois-Rivières (SPUQTR)
— Association des professeurs de la Télé-université du Québec (APTELUQ)
— Syndicat des professeurs de l'Université du Québec à Chicoutimi (SPUQAC)
— Syndicat général des professeurs de l'Université de Montréal (SGPUM)
— Concordia University Faculty Association (CUFA)
— Association des professeures et des professeurs de Bishop's University (APBU)
— Syndicat des professeures et professeurs de l'Université du Québec à Rimouski (SPPUQAR)

(Article tiré du périodique ***Université****, publié par la Fédération québécoise des professeures et professeurs d'université (FQPPU))*

Royal Society explores science, scholarship restraints

By Alan Andrews
Vice President, CAUT

The Royal Society meeting on Constraints to the Freedom of Science and Scholarship held in Ottawa in November was very wide in its scope with representative speakers from all five continents.

The sessions were devoted to different kinds of constraint: political, social, cultural, religious and ethnic, accepted methodologies and paradigms, and economic. Three themes of overall interest emerged from these various sessions.

The first of these was the erstwhile lack of political freedom in eastern Europe and its consequences. The transition to a different economic and political order is not without its difficulties. Some speakers voiced concern as to whether the new climate will be sufficiently capable of supporting intellectual life, particularly in basic science.

The second theme, forcefully expressed by the Africans with the support of those involved with developing economies, was the way in which the economic philosophy associated with Ronald Reagan's presidency, and also promoted by Margaret Thatcher, had taken over the World Bank and the International Monetary Fund, as well as the subdiscipline of developmental economics, with disastrous results for the Third World, "the nipping in the bud," as Adebayo Adedeji put it, "of the emergence of a virile and effective scientific community."

The conference also was told of one Canadian economics department which had voted to make publication in certain specified journals of the Chicago school a mandatory requirement for the award of tenure.

Thirdly, scientists and social scientists anxious about the environment urged the need to stem the continued expansion of world population and the consumption of the planet's resources.

There was a measure of agreement on the need for self-restraint with respect to the continued encouragement of advances in scientific knowledge whose applications have a devastating effect on the environment and decrease the chances of the planet surviving.

NDP Premiers urged to stand firm on shared powers

continued from page 1

Saskatchewan. It is clear that repeated unilateral cuts by Ottawa in Established Programs Financing (EPF) will cause great financial hardship in these provinces and will make it more difficult for them to finance their universities properly.

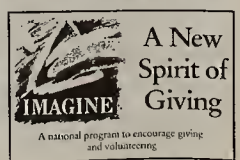
Last year Ottawa cut $323 million in cash in respect of post-secondary education. It plans to go on cutting for five years.

Prof. Roger Black, President of the University of Prince Edward Island Faculty Association, arranged for the Executive Director to meet with Premier Ghiz in December to discuss CAUT's interests in the constitutional issue.

The Executive Director and Prof. Black met the Premier on Dec. 11. Premier Ghiz was sympathetic to CAUT's views on the financial crisis for the have-not provinces caused by the EPF cutbacks. He was interested in the idea of constitutionalizing and stabilizing the shared cost programs such as post-secondary education and medicare.

Premier Wells has indicated that he will see the CAUT and the Memorial Faculty Association on the constitutional question and on EPF early in January.

CAUT has already testified to the parliamentary committee on the Constitution and plans to lobby the conference which is being organized by the federal government in Halifax in January on the distribution of powers between Ottawa and the provinces.



Que les premiers ministres néo-démocrates demeurent fermes

par Donald C. Savage
directeur général de l'ACPU

Le président de l'ACPU, M. Fred Wilson, a fortement recommandé aux trois premiers ministres néo-démocrates d'accorder la priorité à la question du partage des pouvoirs entre les gouvernements fédéral et provinciaux lors des prochaines négociations constitutionnelles avec le premier ministre Mulroney.

Puisque les trois provinces qu'ils gouvernent représentent plus de 50 p. 100 de la population, les premiers ministres néo-démocrates sont donc en position de force pour revendiquer qu'un règlement de ces questions reliées à l'enseignement postsecondaire et à la santé soit une condition à un accord constitutionnel général.

Les programmes à frais partagés comprennent les paiements de transfert fédéraux aux provinces au titre de l'enseignement postsecondaire et de la santé. L'aide financière aux étudiants et le Régime d'assistance publique du Canada en font également partie. Avant Noël, le premier ministre a fait savoir que d'intenses discussions auraient lieu avec les premiers ministres provinciaux entre décembre et avril, mois où le gouvernement espère présenter un nouveau projet constitutionnel.

M. Wilson a suggéré aux premiers ministres néo-démocrates un moyen de concrétiser le projet de charte sociale en inscrivant dans la Constitution les programmes à frais partagés au titre de l'enseignement postsecondaire et de la santé. Il a fait remarquer que l'on pourrait ainsi s'entendre sur le financement qui y est lié.

L'ACPU espère que le maintien de l'aide financière aux étudiants par les deux paliers de gouvernement y sera également garanti. Par ce moyen, on assurerait ainsi la survie des programmes sociaux. L'ACPU estime en outre que les deux parties devraient être liées à l'entente pendant sa durée.

Si l'approbation de sept provinces représentant 50 p. 100 de la population devenait nécessaire pour obtenir un nouveau programme social dans un domaine de compétence provinciale, on devrait alors utiliser le même critère pour approuver des modifications que le gouvernement fédéral ou les provinces apporteraient à un programme existant avant sa date d'échéance.

M. Wilson a en outre ajouté que le Conseil de l'ACPU, en septembre, avait voté en faveur d'un projet constitutionnel qui comprendrait des ententes distinctes pour le Québec dans le domaine de l'enseignement postsecondaire à sa demande. Toutefois, les professeurs du reste du Canada ont souhaité une présence fédérale forte et viable dans ce domaine et dans celui de la recherche. Il existe déjà des ententes distinctes en matière d'aide financière aux étudiants.

Cependant, l'ACPU craint que le NPD se fasse acheter par des mots sans signification sur l'importance de l'éducation et de la santé dans le préambule de la nouvelle constitution ou qu'il accepte de laisser tomber la charte sociale si les Conservateurs abandonnent leur proposition sur les droits de propriété, comme l'a signalé Jeffrey Stevens dans le *Globe and Mail*.

Le président de l'ACPU ainsi que Tom Bell, président de l'Union des associations de professeurs des universités de l'Ontario, ont déjà rencontré le ministre de la Colombie-Britannique responsable de l'enseignement postsecondaire pour discuter de ces questions. La rencontre fut cordiale et positive.

Le directeur général de l'ACPU a insisté sur les mêmes points dans une allocution qu'il a prononcée à un congrès organisé par le Congrès du travail du Canada (CTC) en décembre sur le thème «Pour un gouvernement au service de la population». Des dirigeants du CTC se sont montrés intéressés à la position pratique et réaliste de l'ACPU à ce sujet. M. Wilson a écrit à Shirley Carr pour solliciter son appui.

L'ACPU s'emploie également à obtenir l'appui des provinces moins fortunées, à savoir les quatre provinces de l'Atlantique, le Manitoba et la Saskatchewan. Il ne fait pas de doute que les réductions répétées que le fédéral effectue unilatéralement au Financement des programmes établis (FPE) causeront de graves difficultés financières à ces provinces. Il leur sera plus difficile de financer suffisamment leurs universités.

L'année dernière, le gouvernement fédéral a soustrait 323 millions de dollars en espèces à l'enseignement postsecondaire. Il compte poursuivre les compressions pendant cinq ans.

Le professeur Roger Black, président de l'University of Prince Edward Island Faculty Association, a organisé pour le directeur général une rencontre avec le premier ministre Ghiz en décembre pour discuter de l'intérêt de l'ACPU dans le débat constitutionnel.

Le 11 décembre, le directeur général et le professeur Black ont rencontré le premier ministre Ghiz qui s'est montré sympathique au point de vue de l'ACPU sur la crise financière dans laquelle les réductions du FPE ont plongé les provinces moins fortunées. L'idée d'inscrire dans la Constitution les programmes à frais partagés comme l'enseignement postsecondaire et la santé et de les stabiliser l'a intéressé.

Le premier ministre Wells a fait savoir qu'il rencontrerait au début de janvier l'ACPU et la Memorial University Faculty Association pour discuter de la question constitutionnelle et du FPE.

L'ACPU a déjà comparu devant le comité parlementaire sur la Constitution et prévoit exercer des pressions lors de la conférence que le gouvernement fédéral est en train d'organiser sur le partage des pouvoirs entre Ottawa et les provinces et qui se tiendra en janvier à Halifax.

Coalition

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need for different arrangements in Quebec when so desired by Quebec; and

g) increased funding for post-secondary education by both levels of government and reform of the mechanisms for the delivery of such funds.

The coalition is different from the National Consortium of Scientific and Educational Societies which represents some 35 national associations primarily of researchers including CAUT. It sponsors the annual parliamentary lobby of researchers and provides a vehicle for coordinating the views of the research community on federal government policy.

Coalition Participants

Alberta College-Institute Faculties Association*
College-Institute Educators' Association of British Columbia*
Canadian Union of Public Employees
Canadian Federation of Students
Canadian Union of Educational Workers
Canadian Association of University Teachers
Confederation of Ontario Universities Staff Association
(* Note: are not affiliated to any national body)

Coalition

suite de la page 1

où elle porte sur l'enseignement postsecondaire et la recherche.

Les membres de la coalition prévoient se rencontrer en février pour discuter de stratégies de lobbying tant à court terme qu'à long terme. Ils discuteront également des principes et des buts suivants qui définiront la coalition:

a) La qualité de l'éducation à tous points de vue et pour tout l'enseignement postsecondaire;

b) l'élimination des obstacles financiers pour les étudiants du secteur postsecondaire;

c) la liberté universitaire et le pluralisme dans l'enseignement postsecondaire;

d) l'éducation et l'équité en matière d'emploi;

e) la prestation d'un enseignement supérieur public principalement au moyen de deniers publics et la reconnaissance que les établissements publics peuvent collaborer avec le secteur privé en matière de recherche, de programmes coopératifs et de formation professionnelle; l'opposition à la commercialisation et à la privatisation des établissements d'enseignement postsecondaire actuels;

f) la responsabilité partagée du gouvernement fédéral et des provinces au titre de l'enseignement postecondaire, de la formation de la main-d'oeuvre, de l'aide financière aux étudiants et la reconnaissance que le Québec a besoin d'ententes différentes quand il le désire; et

g) l'augmentation des crédits à l'enseignement postsecondaire par les deux paliers de gouvernement et la réforme des accords de paiement de ces fonds.

La Coalition diffère du Consortium national des sociétés pédagogiques et scientifiques qui représente quelque 35 associations nationales composées principalement de chercheurs. L'ACPU en fait partie. Le Consortium organise chaque année un lobby parlementaire exercé par des chercheurs et sert à coordonner les points de vue de la collectivité des chercheurs sur les politiques du gouvernement fédéral.

Les participants à la coalition

Alberta College-Institute Faculties Association*
College-Institute Educators'Association of British Columbia*
Syndicat canadien de la fonction publique
Fédération canadienne des étudiants
Syndicat canadien des travailleurs d'éducation
Association canadienne des professeurs d'université
Confederation of Ontario Universities Staff Association
(*Remarque: Ces associations ne sont pas affiliées à un organisme national)

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Reform Party suggests vouchers to fund PSE

By Tim Stutt
Government Relations Officer, CAUT

Winter's chill winds whistled around the Peace Tower and Christmas lights glimmered as MPs rushed from Parliament Hill to their ridings for Christmas recess. Yet that does not mean that they left for a carefree holiday for many would ponder that cold, hard question: Will my job be on the line during a general election in 1992?

Education and the Reform Party

In last October's "From the Hill" column Reform Party Policy Director Thomas Flanagan pointed out implications of the Reform Party philosophy for higher education. Since then, the party has developed two draft "issue statements" for CAUT's perusal. The first of these statements is on post-secondary education.

While acknowledging provincial jurisdiction in advanced education, the issue statement affirms that a "federal presence is essential to keep Canada's economy dynamic and competitive." As a result, the Reform Party advocates that the federal government play a "supporting role in funding (not operating) universities, colleges and technical institutes."

Reformers are sceptical, however, about the delivery of federal funding for post-secondary education under the Established Programs Financing Act. They view fiscal transfers to the provinces, which in turn give them to educational institutions, as being overly bureaucratic with no safeguard to stop the provinces from using the transfers for purposes other than education.

To solve these problems the draft issue statement proposes that the federal government distribute higher education vouchers to students for purchasing their education. Universities and colleges would then convert the vouchers into money by redeeming them with the federal government.

The Reform Party says that this voucher system would have three main advantages: Institutions would compete with each other to attract students, instead of turning them away, as is happening in so many places today; students' effective choice would be enhanced because they would have more leverage to seek out institutions that really meet their needs; and the federal cost would be no higher than it is today.

Science and the Reform Party

The other draft issue statement sent to CAUT by the Reform Party concerns science and technology.

Reformers see Canada's future economic competitiveness as being dependant on technological innovation. According to the issue statement, Canada has a "good system of advanced education and a satisfactory level of government funding of basic research.

What has been lacking is investment in research by industry as well as the translation of scientific discoveries into profitable industrial innovations." These problems are defined as being the results of a punitive federal taxation system.

In this regard, the Reform Party sees the role of the federal government as being primarily facilitative. "The role of government is to create the conditions in which innovation and investment can flourish," the issue statement says. "This means ensuring that the tax system recognizes the special difficulties confronting technological innovation, such as high start-up costs, low value of tangible assets in the initial stages, and high risk of failure."

The Reform issue statement concludes by stating that "appropriate use of the tax system to encourage high-tech innovation will be part of the structural changes initiated by a Reform government to foster Canada's international competitiveness."

Employment equity review

On Oct. 30, Minister of State for Employment and Immigration Monique Vézina announced the formation of a House of Commons special committee to conduct a review of the Employment Equity Act.

When the act was adopted in 1986, it provided for a review of its provisions, operations and effectiveness after five years. That five-year mark passed on Aug. 13 when the Commons was in summer recess.

The committee of eight members from all three major federal political parties is chaired by Conservative MP Alan Redway. May 1, 1992 is the deadline for submission of the committee's final report to the government, which will then have up to 150 days to respond to its recommendations. The special committee will then hold public hearings in Ottawa.

CAUT's Status of Women Committee is preparing a brief for submission and hopes to be called by the committee to appear before it during the public hearings.

Groups and individuals wishing to submit briefs should send them in English and/or French by Jan. 17 to Monique Hamilton, Clerk of the Special Committee on the Review of the Employment Equity Act, Room 644, Wellington Building, House of Commons, Ottawa, Ont. K1A 0A6. Her telephone number is (613) 996-1542 and her fax number is (613) 996-1626.

Bill C-20

On Nov. 25 CAUT presented a brief to MPs concerning Bill C-20, legislation implementing cuts in federal transfer payments to the provinces for post-secondary education and health.

CAUT President Fred Wilson and Executive Director Donald Savage were part of the association's delegation appearing before the Standing House of Commons Committee on Finance. NSCUFA Past President Guy Chauvin appeared to outline Bill C-20's impact on Nova Scotia, a province especially vulnerable to cuts in federal funding for universities and colleges.

In February 1991 the federal government announced that it plans to limit its program spending from 1991-92 to 1995-96. Bill C-20 is one of at least two pieces of legislation that will enact limits on total federal program spending. CAUT estimates that over the five-year period of its application Bill C-20 will cost the provinces approximately $4.4 billion in federal transfer payments for post-secondary education alone.

The CAUT brief describes the devastating impact that these transfer cuts will have on university operating grants, government spending per full-time university student, teacher shortages, funding for the three federal research councils and indirect research costs.

It proposes the CAUT policy on Federal/Provincial Funding of Universities as adopted by the CAUT Council last September as an alternative to Bill C-20. The brief's conclusion summarizes the importance of proper federal funding for advanced education:

"CAUT believes that the federal government is correct in thinking that education is a key to prosperity and competitiveness. It is also essential for the maintenance of the quality of life of all Canadians, the ongoing protection of the environment, the health of our citizens and their ability to effectively participate in our democratic institutions. That is why we are opposed to the provisions of Bill C-20 which mandate dramatic cuts in the funds provided by the federal government in respect to post-secondary education."

Upcoming legislative business

The House is scheduled to reconvene on Feb. 3. In the weeks that follow, watch for Secretary of State Robert de Cotret to announce the first major reforms to the Canada Student Loan Program to be undertaken since the program's inception in 1964.

The minister has hinted only that student aid will remain a shared federal-provincial responsibility. He has also stated that his reform package will involve considerable savings as a result of administrative reforms — savings that he hopes to use to increase the basic loan level which has been frozen since 1984.

Following a two-day meeting of the Council of Ministers of Education in December, *The Globe and Mail* reported that provincial ministers of advanced education were complaining that the federal government is dragging its feet over promised CSLP reforms.

For more information on these or other legislative topics, contact Robert Léger or Tim Stutt (CAUT Government Relations Officers) by telephone at (613) 237-6885.

Les suggestions du Reform Party

par Tim Stutt
Agent des relations avec les gouvernements, ACPU

Tandis que les vents froids de l'hiver souffiaient autour de la Tour de la paix et que les lumières de Noël brillaient de mille feux, les députés, quant à eux, se précipitaient dans leur comté pour le congé des Fêtes. Ils ne sont pas partis, cependant, l'âme en paix car nombre d'entre eux on dû réfléchir à cette froide et difficile question: «Aurai-je encore un emploi après les élections générales de 1992?»

L'éducation et le Reform Party

Au mois d'octobre, dans cette chronique, le directeur des politiques du Reform Party, Thomas Flanagan, a fait remarquer la portée de la philosophie du parti sur l'enseignement postsecondaire. Le parti a depuis rédigé deux projets d'énoncé de réflexion à l'intention de l'ACPU. Le premier porte sur l'enseignement postsecondaire.

Bien qu'il reconnaisse la compétence provinciale en matière d'enseignement supérieur, le document affirme néanmoins que le rôle du fédéral est essentiel au maintien d'une économie dynamique et concurrentielle pour le Canada. Le Reform Party prône donc pour le gouvernement fédéral un rôle de soutien du financement des universités, des collèges et des instituts techniques, mais pas de leur administration.

Le parti, toutefois, se montre sceptique quant à l'octroi de crédits fédéraux au titre de l'enseignement postsecondaire en vertu de la Loi sur le financement des programmes établis. Il estime que les paiements de transfert aux provinces, paiements que ces dernières versent ensuite aux établissements d'enseignement, amènent trop de bureaucratie et ne prévoient aucune garantie empêchant les provinces de les utiliser à des fins autres que pédagogiques.

Le Reform Party propose dans son énoncé de réflexion une solution à ces problèmes sous la forme de bons d'études postsecondaires que le gouvernement fédéral distribuerait aux étudiants pour en quelque sorte acheter leur instruction. Les universités et les collèges encaisseraient ensuite en argent les bons d'études auprès du gouvernement fédéral.

D'après le Reform Party, le système de bons d'études aurait trois avantages: D'abord, au lieu de refuser des étudiants, comme cela se produit en nombre d'endroits de nos jours, les établissements d'enseignement rivaliseraient entre eux pour les attirer; ensuite, les étudiants seraient plus à même de choisir un établissement qui correspond vraiment à leurs besoins car ils auraient une plus grande marge de manoeuvre; enfin, les dépenses du fédéral ne seraient pas plus élevées qu'elles ne le sont aujourd'hui.

La science et le Reform Party

Le deuxième énoncé de réflexion que le Reform Party a envoyé à l'ACPU touche à la science et à la technologie.

Selon le parti, la compétitivité économique future du Canada dépend de l'innovation technologique. Il soutient, dans son document, que le Canada possède un bon système d'enseignement supérieur et que les subventions gouvernementales pour la recherche fondamentale sont satisfaisantes.

Il estime que les industries n'investissent pas assez dans la recherche et que les découvertes scientifiques ne se traduisent pas par des innovations industrielles profitables. Il en attribue la cause au régime fiscal fédéral qui est punitif.

À ce chapitre, le Reform Party estime que le gouvernement fédéral sert avant tout à faciliter les choses. En effet, d'après le document, son rôle est de créer les conditions qui permettront à l'innovation et aux investissements de s'épanouir. En d'autres mots, cela signifie des mesures garantissant que le régime fiscal reconnaît les difficultés particulières auxquelles se heurte l'innovation technologique, entre autres les coûts de démarrage élevés, la faible valeur des biens tangibles aux premières étapes et le risque élevé d'échec.

Le Reform Party conclut qu'un gouvernement mené par le Reform Party aurait comme mandat notamment de faire un meilleur usage du régime fiscal pour encourager l'innovation de pointe. Cette initiative s'inscrirait dans le programme de modifications structurelles que le parti apporterait pour mousser la compétitivité du Canada sur la scène mondiale.

Examen de l'équité en matière d'emploi

Le 30 octobre, la ministre d'État à l'Emploi et à l'Immigration, Mme Monique Vézina, a annoncé la création d'un comité spécial de la Chambre des communes chargé d'examiner la Loi sur l'équité en matière d'emploi.

La loi, au moment de son adoption en 1986, prévoyait un examen de ses dispositions, de son fonctionnement et de son efficacité après cinq ans. Le délai a été dépassé le 13 août alors que la Chambre avait ajourné ses travaux pour l'été.

Le comité se compose de huit membres représentant les trois partis fédéraux principaux et est présidé par le député conservateur Alan Redway. Le comité doit soumettre au gouvernement son rapport définitif le 1er mai 1992, qui est la date limite. Le fédéral aura ensuite 150 jours pour répondre aux recommandations formulées. Par la suite, le comité spécial tiendra des audiences publiques à Ottawa.

Le Comité du statut de la femme de l'ACPU est en train de rédiger un mémoire qu'il soumettra au comité et espère être convoqué pour témoigner aux audiences publiques.

Les groupes et les particuliers qui désirent soumettre un mémoire doivent le faire parvenir dans l'une ou l'autre langue officielle ou dans les deux avant le 17 janvier à Mme Monique Hamilton, greffière du Comité spécial sur l'examen de la Loi sur l'équité en matière d'emploi, pièce 644, Édifice Wellington, Chambre des communes, Ottawa (Ontario), K1A 0A6. Son numéro de téléphone est le (613) 996-1542 et son numéro de télécopieur est le (613) 996-1626.

Le projet de loi C-20

L'ACPU a présenté le 25 novembre un mémoire à des députés au sujet du projet de loi C-20 visant à réduire les paiements de transfert fédéraux aux provinces au titre de l'enseignement postsecondaire et de la santé.

Le président de l'ACPU, Fred Wilson, et le directeur général, Donald Savage, faisaient partie de la délégation de l'association qui a comparu devant le Comité permanent des finances de la Chambre des communes. Le président sortant de la CAPUNE, Guy Chauvin, a témoigné devant le comité et a signalé les conséquences du projet de loi sur la Nouvelle-Écosse, une province particulièrement vulnérable face aux réductions fédérales du financement des universités et des collèges.

En février 1991, le gouvernement fédéral a annoncé qu'il prévoyait restreindre son programme de dépenses à compter de 1991-1992 jusqu'en 1995-1996. Le projet de loi C-20 constitue au moins l'une des deux lois qui seront promulguées et visant à limiter le programme de dépenses totales du fédéral. L'ACPU estime que le projet de loi, sur une période de cinq ans, représentera pour les provinces une perte d'environ 4,4 milliards de dollars en paiements de transfert au titre de l'enseignement postsecondaire seulement.

Le mémoire de l'ACPU décrit les conséquences dévastatrices de ces compressions sur les subventions de fonctionnement des universités, les dépenses du fédéral par étudiant à temps plein à l'université, la pénurie de professeurs, le financement des trois conseils fédéraux de

suite à la page 13

CAUT aid valued in search for Myrna Mack's killers

By Joe Gunn
Jesuit Centre for Social Faith and Justice

Sept. 11, 1991 marked the first anniversary of the assassination of Myrna Mack Chang in Guatemala City. Since then, 10 paid ads from Canada have been published in the Guatemalan press denouncing her murder and demanding that the perpetrators of this heinous crime as well as its intellectual authors be tried and punished.

CAUT's involvement in this campaign has made a difference, encouraging the Canadian government to make several representations on the case to Guatemalan authorities.

We wanted to thank CAUT for its initiative and to keep your members up-to-date on the "progress" in the case. It tells us a lot about the current state of affairs in Guatemala.

International concern, the brave insistence of the Mack family in their pursuit of the truth, as well as the persistent efforts of human rights groups such as the Human Rights Office of the Archbishop of Guatemala, kept the case in the public eye throughout 1991.

A major breakthrough in the case took place in June, when the officer responsible for the investigation, Jose Miguel Merida Escobar, the chief homicide investigator of the National Police, gave evidence in court suggesting that the reasons for Myrna's killing were political. He went as far as to accuse high-ranking military officers of having participated directly or indirectly in her murder.

Mr. Merida Escobar further agreed to give testimony at the OAS Human Rights Commission concerning the murder and the subsequent police cover-up if his family could be assured asylum.

External Affairs officials confirmed that Canada had been approached and was prepared to give full and complete consideration for the policeman's entry into Canada.

Two arrest warrants were issued in late June and by mid-July one of the accused was discovered — a sergeant working in the dreaded "military intelligence" division. Of course, by then the sergeant had disappeared.

Then, on Aug. 5, Mr. Merida Escobar was gunned down at point-blank range while leaving the offices of the National Police with his wife and son.

Human rights groups in Guatemala responded to this latest murder by demanding that the government of Guatemala protect not only the family and colleagues of Myrna Mack, but also the other policemen (and their families) working in the investigation of her case!

In the cathedral of the capital city, five Guatemalan bishops recently celebrated a mass to commemorate Myrna's commitment to her people. In the university communities of Georgetown and Berkeley, where Myrna was a known and respected colleague, similar masses were also held.

Our Guatemalan colleagues will inform us when and if the moment to re-initiate the campaign of paid ads arrives. To date they have seen it as "successful — almost too successful," because the case has maintained such a high public profile.

As a reaction, right wing columnists have charged that the ads are paid for by a campaign organized by international communism. So, our concern to keep the case alive must obviously be tempered with enough subtlety to protect our Guatemalan colleagues.

Manufacturers join CAUT in opposing EPF cuts

The Canadian Manufacturers' Association (CMA) has attacked the federal government cutbacks in Established Programs Financing (EPF) transfers to the provinces in respect of post-secondary education. Speaking on a special CBC Newsworld program on education on Nov. 17, Stephen Van Houten, President of the CMA, stated that his association was opposed to federal cuts in this area.

Last year the federal government cut $323 million in the cash transfers in respect of post-secondary education.

Mr. Van Houten was discussing education on the program with Donald Savage, Executive Director of CAUT. In a reply to a direct question from Dr. Savage, as to whether or not the CMA supported these cuts, Mr. Van Houten replied that there was no question that the universities needed more money. However, he warned, there would have to be cuts in other parts of the budget and that there were other things, unspecified, which we would have to do without.

Earlier in the program Mr. Van Houten had stressed the importance of quality education for competitiveness. He suggested that there should be greater emphasis on science, engineering and technical subjects.

Dr. Savage replied that even within the terms of a debate on competitiveness, the vision of the CMA seemed very limited. How can we, he asked, compete with the nations of the Pacific Rim unless lots of Canadians know about the history, politics, economics, culture and languages of these countries?

The CMA president and Dr. Savage also disagreed on whether Canada should move to a system with a smaller number of elite institutions. Mr. Van Houten called for a greater centralization of research in micro-electronics as an example.

Dr. Savage replied that the universities, without regulation, had created a system where 80 per cent of the funds for research went to about 18 institutions and that the federal networks of excellence which linked professors in the same field in different parts of the country were a better use of the taxpayers' money than artificially centralizing research in a handful of institutions.

Mr. Van Houten also called for higher fees and an elite system of education with a basic minimum for all. Dr. Savage disagreed and said that it was imperative that all Canadians enroled in universities receive a quality education.

There then followed an interview with Bernard Valcourt, the Minister of Employment and Immigration, who tried to fight off the suggestion of the interviewer that the federal initiative in post-secondary education was hypocritical given its cuts in funding for post-secondary education.

Les suggestions du Reform Party

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recherche et les coûts indirects de la recherche.

Dans son mémoire, l'ACPU propose sa politique sur le financement fédéral-provincial des universités que le Conseil de l'ACPU a adoptée en septembre dernier comme solution de rechange au projet de loi C-20. La conclusion du mémoire résume l'importance de crédits fédéraux suffisants pour l'enseignement supérieur:

«Nous estimons que le gouvernement fédéral a raison de penser que l'éducation est essentielle pour la prospérité et la compétitivité. Elle l'est également pour le maintien de la qualité de vie de tous les Canadiens, de la protection continuelle de l'environnement, de la santé des citoyens et de leur habilité à participer efficacement à nos institutions démocratiques. Voilà pourquoi nous sommes contre les dispositions du projet de loi C-20 qui prévoient des réductions considérables des crédits fédéraux au titre de l'enseignement postsecondaire.»

Affaires législatives à venir

Les travaux de la Chambre des communes sont censés reprendre le 3 février. L'événement à surveiller au cours des semaines qui suivront sera l'annonce du secrétaire d'État, Robert de Cotret, au sujet des premières réformes importantes du Programme canadien de prêts aux étudiants depuis sa création en 1964.

Le ministre n'a rien laissé transparaître sauf que l'aide financière demeurera une responsabilité partagée du gouvernement fédéral et des provinces. Il a en outre déclaré que son projet entraînerait des économies considérables en raison de réformes administratives. Il espère utiliser les sommes économisées pour augmenter le niveau de base des prêts qui est gelé depuis 1984.

Le *Globe and Mail* a rapporté, après une réunion de deux jours du Conseil des ministres de l'Éducation en décembre, que les ministres provinciaux de l'enseignement supérieur se plaignaient de l'inertie du gouvernement fédéral en ce qui a trait aux réformes promises du Programme canadien de prêts aux étudiants.

Pour obtenir des renseignements supplémentaires sur les points soulevés ou sur d'autres sujets législatifs, communiquer avec Robert Léger ou avec Tim Stutt, agents des relations avec les gouvernements, au (613) 237-6885.

Lobbyists argue PSE, R&D are constitutional concerns

By Tim Stutt
Government Relations Officer, CAUT

Post-secondary education and research and development are matters of national importance that politicians must address in any proposals to reform the Canadian Constitution. That is the message delivered by the National Consortium of Scientific and Educational Societies in meetings held witb 107 MPs and senior public servants during the first week of November.

Seventy-one educators and researchers from across Canada converged on Ottawa to lobby federal policy makers on education and research issues in the context of constitutional change. They represented most of the 31 organizations in various disciplines that are members of the National Consortium. The lobbyists met with MPs of all federal political parties represented in the House of Commons.

National Consortium Chairperson Caroline Andrew qualified the annual lobby session as a success. "This lobby involved the largest number of meetings that tbe National Consortium has had since the lobby sessions began in 1985," said Ms. Andrew. "It also represents the first time that the consortium has lobbied in the fall, instead of spring. This means that the consortium should have an even greater impact on the setting of the next federal government budget."

Consortium lobbyists pushed for an increase in federal funding for institutions of higher education, the federal research councils, research conducted by tbe federal government and private-sector research. The consortium distributed a series of five briefing notes to MPs and senior public servants which argued the importance of clearly defining the federal role in each of these fields.

The National Consortium of Scientific and Educational Societies is an informal coalition of 32 national organizations representing 55,000 educators and researchers in various disciplines. Created in 1976, it acts mainly as a forum for the exchange of information on research and post-secondary education in Canada. CAUT is one of the Consortium's founding members.

Representatives of member organizations meet in Ottawa on the first Wednesday of each month from September to June. Outside speakers are invited to make presentations on various topics at the monthly meetings. The consortium is invited regularly to appear before various standing and legislative committees of the House of Commons and the Senate. It also organizes an annual lobby session to promote rescareb and post-secondary education in Canada.

National Consortium Members
Association canadienne-française pour l'avancement des sciences
Association of Canadian Medical Colleges
Canadian Association of Graduate Studies
Canadian Association for Neuroscience
Canadian Association of Physicists
Canadian Association of University Business Officers
Canadian Association of University Research Administrators
Canadian Association of University Teacbers
Canadian Bureau for International Education
Canadian Council of University Biology Chairmen
Canadian Council of University Programs in Communicative Disorders
Canadian Federation for the Humanities
Canadian Federation of Biological Societies
Canadian Geoscience Council
Canadian Mathematical Society
Canadian Medical Association
Canadian Organization of Medical Physicists
Canadian Organization of Part-time University Students
Canadian Psychological Association
Canadian Society for Clinical Investigation
Canadian Society of Microbiologists
Canadian Society for the Study of Education
Canadian Union of Educational Workers
Canadians for Healtb Research
Chemical Institute of Canada
Council of Canadian University Chemistry Cbairmen
Fédération Québecoise des professeurs et professeures d'universités
Microscopical Society of Canada
National Institute of Nutrition
Professional Institute of the Public Service of Canada
Rawson Academy of Aquatic Science
Social Science Federation of Canada

Observer Organizations
Association of Universities and Colleges of Canada
Medical Research Council of Canada
Natural Sciences and Engineering Research Council of Canada
Science Council of Canada
Social Sciences and Humanities Research Council of Canada

Membres du Consortium national
L'Académie Rawson des Sciences de l'Eau
Association canadienne-française pour l'avancement des sciences
Association canadienne des administrateurs de recherche universitaire
Association canadienne d'études avancées
Association canadienne de microbiologistes
Association canadienne des physiciens
Association canadienne des professeurs d'université
Association canadienne des sciences neurologiques
Association canadienne du personnel administratif universitaire
Association des facultés de médecine du Canada
Bureau canadien de l'éducation internationale
Canadian Council of University Programs in Communicative Disorders
Les canadiens pour la recherche médicale
Conseil canadienne des directeurs de départements de biologie
Fédération canadien des sciences sociales
La Fédération canadienne des études humaines
Fédération canadienne des société de biologie

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Killing the Spirit: Higher Education in America

by Page Smith

Penguin Books, New York, 1991

A recent article on the op ed page of *The Globe and Mail* told the story of a young Canadian who had spurned offers from Canadian universities in order to enter Yale University as an undergraduate (Aaron Craig, 'Joining the Brain Drain,' July 24, 1991). If Page Smith's book *Killing the Spirit* is to be believed, Mr. Craig may be making a mistake.

Indeed, if Smith is right there is not much of any value to be found in the larger American institutions today. His book is a sustained lambasting of what he sees as some of the central aspects of academe: the ethical neutrality and the lack of concern for ultimate goals, and, at a more mundane level, the insistence on the Ph.D., the primacy of scholarship over teaching, the institution of tenure, and the obsession with publishing. He offers a brief critical history of U.S. higher education, but recent developments in the academy, especially in the social sciences and the humanities, claim most of his attention. He emphatically does not like what he sees.

Some readers may be familiar with the book *ProfScam* (1988) by Charles J. Sykes, which Smith's book somewhat resembles. But whereas Sykes is a journalist, Smith has been an academic himself. For two decades he taught history and he was the founding provost of the University of California in Santa Cruz. He left in 1973 to become a full-time and prolific writer. His criticisms are more knowledgeable and more biting than Sykes's. Indeed, as I read Smith I was reminded not only of Sykes but even more of the late Philip Wylie's book *A Generation of Vipers* (1942), a wide-ranging denunciation of American institutions. Smith has Wylie's gift for inspired invective; he shares Wylie's sense of outraged betrayal as well as his scattergun method of attack.

American universities could be much better than they are, Smith believes, if only they had not gone whoring after the false gods of science worship and knowledge for knowledge's sake, and had not sought to curry favour with those in power, in government and in the business world. As an undergraduate Smith was greatly influenced by his teacher at Dartmouth, Eugen Rosenstock-Huessy, a meta-historian to whom university teaching was a high calling and higher education a path not just to knowledge but to wisdom. It seems safe to say that Smith has not met his mentor's like since leaving Dartmouth, neither at Harvard where he received his graduate education, nor in the universities where he taught before saying farewell to academe.

Two main questions arise: To what extent is Smith's characterization of U.S. universities and scholarship accurate? and; To what extent are Canadian universities implicated by his attack? Answers are difficult, because much depends on the premises from which they are ventured. For myself: I agree with Smith that universities are too much in thrall to those who fund them (but how could it be otherwise?), that modern scholars are apt to underestimate the place of religion in history, and that too much scholarship partakes of faddism at the expense of good writing and common sense.

But I distrust meta-historians, and I do not believe the course of world history is pointed in any particular direction. Moreover, having myself written one, I don't share his hostility to scholarly monographs. Some, no doubt, are produced primarily because their authors want tenure or promotion. But surely many authors genuinely believe they have something to say that is worth saying. More important than these points: I enjoy my work and can't bring myself to believe the institution I work in is as bad as Smith would have it be.

Canadian universities do seem to devote more attention to teaching than top U.S. institutions do. Professors who try to shun undergraduates are not unknown here, but they are probably rarer than their counterparts south of the border. That is an impressionistic assessment, however: I may be wrong. And I recognize that some of my colleagues will reject out of hand Smith's judgements concerning the role and value of undergraduate teaching.

Smith is thought-provoking and deserves to be taken seriously. Even readers who don't agree with his premises will find some of his criticisms to be justified, notably those of current trends in the humanities and social sciences. But few will be able to escape the conclusion that he selects his evidence so as to exaggerate the bad while minimizing the good.

As for Aaron Craig, the Yalie-to-be with whose story I began this review: Smith's fulminations are unlikely to interest him. Indeed, they scarcely affect his reasons for going to Yale. These are that it attracts better students than Canadian universities (one's fellow students play a major, some would say the largest, role in one's education) and that its degrees have more prestige (students think this means higher income upon graduation). Craig's reasons may well be justified by the facts, but neither reason touches the thrust of Smith's argument, which is that Craig and others like him are being shortchanged educationally. The pity is, I fear, that most of them don't much care whether Smith is right or not. *(Review by Michiel Horn, Department of History, York University)*

The Realm of Rights

by Judith Jarvis Thomson

Harvard University Press, Cambridge, 1990

In her book, *The Realm of Rights*, Judith Thomson makes a significant contribution to a body of literature that has attempted to place the subject of rights in proper perspective as a theory of morality — especially in light of its inflated and grossly misunderstood use as a legal concept. Like other authors such as Jack Donnelly and Alan White she seeks to identify, define and relate the various theoretical components that interact in order to establish a proper understanding of rights, such as claims, duties and obligations, and those components that are, properly speaking, distinct from rights, such as powers and privileges. Thomson is extremely thorough in identifying her approach towards rights as a moral theory and the various methods available for pursuing that end. She is both careful and meticulous in defining her terms and applying them to real and hypothetical examples. She anticipates the various nuances and exceptions that are necessarily present when addressing such a theoretically difficult topic, and her use of interesting hypothetical examples in illustrating her arguments gives the book both style and relevance.

Professor Thomson seeks to understand what it means for an individual to possess a right in order to proceed to the next step of specifically identifying those rights. In doing so she constructs moral equations that establish the conditions under which a claim to a right is applicable and the limits, or "tradeoffs," that reduce or relinquish the moral obligation to recognize and enforce a right. For this purpose she makes good use of other theoretical approaches to the moral dilemmas raised by the subject of rights, such as Wesley Newcomb Hohfeld's theory of a right as a correlative of a duty.

Nonetheless, despite her extensive exploration of these definitional problems Thomson acknowledges that she assumes a certain fundamental agreement among her readers with certain moral suppositions upon which she bases many of her arguments. "I said that I would be taking much of the stuff of morality as given. I will, for example, assume you believe that, other things being equal, it is wrong to break promises, lie, cheat, and cause pain." [p.31]

These assumptions become more crucial when she begins to make distinctions between two categories of rights: those derived from the fundamental qualities that make us human, and those established through personal interaction and the social establishment of law. The first category embraces rights that individuals claim against personal harm or violations of individual liberty, while the second are often negotiated responses, within a legitimate political and legal system, to claims derived from human needs. Interestingly, Thomson includes certain property rights within this second category.

Thomson's responses to questions of rights, within this and her other works, have originated from an overwhelmingly libertarian perspective. Such a starting point is very understandable since the modern tradition of rights itself is derived from the classic liberal tradition. However, Thomson fails to critically evaluate this ideological basis of her perspective on this subject.

The moral values that are assumed by Thomson to be given are derived from a particular interpretation of liberalism. That is not to say that many of these values are not found throughout the evolution and within the various non-classical interpretations of the liberal tradition, as well as within the perspectives of alternative ideological traditions. But many of Thomson's assumptions regarding human needs, values and reactions are based in a vision of the autonomous individual that ought to be examined more carefully before

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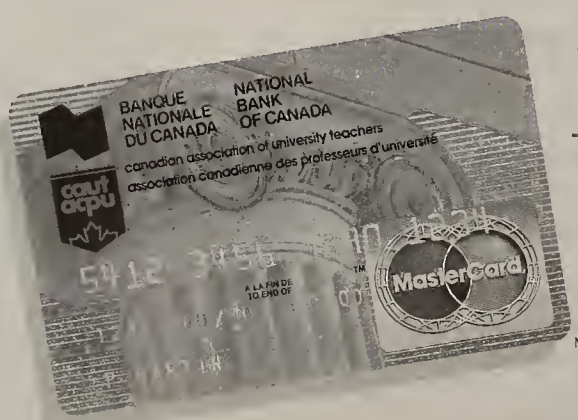

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being asserted with absolute confidence.

For example, in one of her most interesting hypothetical examples, Thomson considers the moral implications of deciding whether to alter a situation (in this case the path of a runaway trolley car) that will result in the death of one individual in order to save the lives of five other individuals. While pondering different variables that might influence such a decision Thomson maintains the view that such a question, in terms of rights, should ultimately and properly be considered solely from the perspective of the individual whose rights are violated when the trolley is directed towards that person rather than allowed to proceed towards the others. Such a response is not merely an anti-utilitarian one (Thomson compares, in this vein, an "act utilitarian," as opposed to an "ethical egoism," approach) but one that places a theory of rights both firmly and uncritically within its traditional context of a moral theory that upholds the absolute ascendency of the individual against the needs of other individuals or the community as a whole.

This book offers an impressive and important contribution to what is perhaps the most interesting moral and legal question facing modern scholars. Indeed, Thomson's contributions in this area should be rated as being at least as significant as those of Ronald Dworkin, Jack Donnelly and John Rawls. Like these authors Judith Thomson offers a challenge to the way in which scholars approach this issue and place it within its broader philosophical, legal and political context. Whether one agrees or disagrees with the fundamental basis from which Thomson constructs her definitions and theories, they are too thoughtful and thorough not to constitute a crucial reference point from which future attempts to address the subject of rights should begin.

(Review by James T. McHugh, Dept. of Political Science, Roosevelt University, Chicago)

Proceedings of the Conference on Strategies for Improving Access and Retention of Ethno-Specific and Visible Minority Students in Ontario's Post-Secondary Institutions

Ryerson Polytechnical Institute, October 1990.

Employment equity in our increasingly diverse society was a serious concern for universities even before the Charter of Rights identified women, visible minorities, native peoples and persons with disabilities as important target groups.

Subsequent to the Charter, the Federal Contractors' Program, with its requirements for targets and dates for employment equity, has made the issue even more pressing.

As we have all become aware, one of the central problems in creating a university faculty that reflects the cultural diversity of the broader community is that at present the candidate pools for academic appointments do not — yet — reflect that diversity. Universities, their faculty, and faculty associations, including CAUT, have increasingly turned their attention to the issue of how to bring members of the target groups into the candidate pools.

This document contains the proceedings of a highly successful conference organized by Ryerson Polytechnical Institute, held in the fall of 1990, and devoted to issues surrounding the accessibility of university and college programs for ethno-specific and visible minority students, and surrounding the retention of these students until graduation.

These proceedings contain the keynote addresses and briefer papers that were presented to the workshops. The discussions of the workshops are absent so much of the flavour of the conference is lost. But on the other hand one does have the opportunity to see something of what went on in the workshops that one didn't attend.

Reading these proceedings, one recognizes that a lot is being done to ensure accessibility and retention. But one also recognizes that there are still a lot of problems to be solved — from data collection to curriculum problems to financing programs and assisting students financially.

The proceedings conclude with a list of the recommendations that grew out of the workshops. Appended is a select but very good bibliography on access and retention.

(Review by Prof. Fred Wilson, President, CAUT)

The CAUT Collective Bargaining Cooperative is planning a **"Grievance Officers Conference"** to be held from **Friday evening March 27 to Sunday noon March 29, 1992, at the Meridien Hotel in Montreal.**

Please note that this conference had originally been scheduled for February 21 to 23, 1992.

This conference should be attended by experienced, aspiring, or present grievance officers to help them build their experience and to make grievance an integral part of collective bargaining. You will find below a draft agenda.

DRAFT AGENDA - GRIEVANCE OFFICERS CONFERENCE

Hotel Meridien, Montreal - March 27-29, 1992

FRIDAY MARCH 27, 1992

ACADEMIC FREEDOM vs. VARIOUS TYPES OF HARASSMENT, DEFAMATION AND EXPRESSION OF HATRED

SATURDAY MARCH 28, 1992

THREATS OF LEGAL ACTION (libel, defamation, criminal cases, all other forms of action) AND THE DOCTRINE OF QUALIFIED PRIVILEGE

THE DUTY OF FAIR REPRESENTATION - LEGAL vs. IDEAL

1. Member vs. Member Disputes (providing independent legal counsel or independent faculty association counsel)
2. Ethics of Client/Grievance Officer Relations (Confidentiality)
3. Discrimination and Affirmative Action
4. Individual Welfare vs. Policy Grievances
5. Grievance Officers Conflicts of Interests

ALLEGATIONS OF FRAUD IN RESEARCH (the Lethbridge case)

APPROPRIATE DISPUTE RESOLUTION MECHANISM – How to pick one out of: mediation, grievance/arbitration, ethical behaviour committees, Human Rights Commission, AF&T or civil litigation

TRAINING SESSION

How to interpret a collective agreement • How to structure a grievance committee
How to settle a grievance • How and why the grievance committee should have input into the negotiating process

EXERCISE: How to interview a grievor • How to prepare for arbitration

SUNDAY MARCH 29, 1992

ACCELERATED ARBITRATION • CURRENT ISSUES IN QUEBEC • SEXUAL HARASSMENT - DO'S AND DON'TS

For further information and registration, please contact: Christiane Tardif-Dulude
CAUT Collective Bargaining Cooperative
294 Albert Street, Suite 308, Ottawa, Ontario K1P 6E6
telephone: (613) 237-6885 FAX: (613) 237-2105

La Coopérative de négociation collective de l'ACPU, organise un "Colloque des agents de grief".

Veuillez noter que nous avons changé la date de ce colloque. Prévu pour le 21 février 1992, le colloque se déroulera à compter du vendredi soir le 27 mars au dimanche midi le 29 mars 1992 à l'Hôtel Méridien de Montréal.

Ce colloque s'adresse aux agents de grief ayant de l'expérience, ainsi qu'aux aspirants agents de grief, afin qu'ils puissent consolider leur expérience et se donner les moyens d'utiliser les griefs de façon stratégique dans le processus de la négociation collective.

ORDRE DU JOUR PROVISOIRE - COLLOQUE DES AGENTS DE GRIEF

Hôtel Méridien, Montréal du 27 au 29 mars 1992

LE VENDREDI 27 MARS 1992

LA LIBERTÉ UNIVERSITAIRE VERSUS DIVERS TYPES DE HARCÈLEMENT, LA DIFFAMATION ET LES MANIFESTATIONS DE HAINE.

LE SAMEDI 28 MARS 1992

LES MENACES DE POURSUITE JUDICIAIRE (libelle, diffamation, casiers judiciaires et dossiers criminels et toutes autres formes de poursuite) ET LA DOCTRINE DE L'IMMUNITÉ RELATIVE.

LE DEVOIR DE REPRÉSENTATION - L'ASPECT JURIDIQUE VERSUS L'IDÉAL À ATTEINDRE.

1. Les différends, opposant membres -c- membres (le recours à un avocat ou une avocate indépendant(e) pour le plaignant la plaignante, ou à l'avocat ou l'avocate indépendant(e) pour l'association de professeurs)
2. L'éthique des relations clienteagent de grief (confidentialité)
3. La discrimination et l'action positive
4. Le bien-être individuel versus les griefs collectifs
5. Les agents de griel et les conflits d'intérêt

ALLÉGATIONS DE FRAUDE DANS LE DOMAINE DE LA RECHERCHE (le cas de l'Université Lethbridge)

LES DIVERS MOYENS DE RÈGLEMENT DES LITIGES

Quel choix faire parmi les moyens suivants: la médiation, le règlement de grief par l'arbitrage, les comités d'éthique professionnelle, les commissions des droits de la personne, les comités de liberte universitaire et de permanence ou les litiges civils.

ATELIER DE FORMATION

Comment interpréter une convention collective • Comment structurer un comité des griefs
Comment regler un grief • Comment et pourquoi le comité des griefs devrait-il être consulte et participer à la négociation

EXERCICE: Comment interviewer une personne ayant déposé un gnef • Comment se préparer à l'audition d'un grief

LE DIMANCHE 29 MARS 1992

L'ARBITRAGE ACCÉLÉRÉ - LA SITUATION ACTUELLE AU QUEBEC
LE HARCELEMENT SEXUEL - CE QU'IL FAUT FAIRE ET NE PAS FAIRE

Pour obtenir des information ou pour vous inscrire, veuillez téléphoner à: Christiane Tardif-Dulude
Coopérative de négociation collective de l'ACPU
294 rue Albert, Pièce 308, Ottawa (Ontario) K1P 6E6
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Consortium

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Conseil géoscientifique canadien
Société mathématique du Canada
Fédération Québécoise des professeurs et professeures d'université
Institut canadien de chimie
Conseil canadien des directeurs de départements de chimie
Institut national de la nutrition
Institut professionnel de la fonction publique du Canada
Organisation canadienne des étudiants universitaires à temps partiel
Organisation canadienne des physiciens médicaux
Société mathématique du Canada
Société canadienne de psychologie
Société canadienne de recherche clinique
Société canadienne pour l'étude de l'éducation
Société canadienne des travailleurs de l'éducation

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Conseil de recherches en sciences humaines du Canada
Conseil de recherches en sciences naturelles et en génie du Canada
Conseil de recherches médicales du Canada

CAUT Calendar

COOP Executive	Jan. 15
CAUT Executive	Jan. 15-16
COOP Board	Jan. 17
CAUT Council	Jan. 18-19
Academic Freedom & Tenure	Mar. 13-15
Status of Women	Mar. 13-14
Librarians	Mar. 13-14
CAUT Executive	Mar. 20-21
Grievance Officers Conference (Montreal)	Mar. 27-29

Calendrier de l'ACPU

CPPP (Coopérative)	15 janvier
Comité de direction de l'ACPU	15-16 janvier
Coopérative de négociation collective	17 janvier
Conseil	18-19 janvier
CLUPE	13-15 mars
Comité du statut de la femme	13-14 mars
Comité des bibliothécaires	13-14 mars
Comité de direction de l'ACPU	20-21 mars
Conf. agents de griefs (Montréal)	27-29 mars

CLASSIFIEDS/ANNONCES CLASSÉES

CAUT/ACPU BULLETIN

Advertisements which state a deadline date for submission of applications that is before the 30th of the month of publication cannot be accepted.

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, handicap, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the Bulletin are open to both men and women. Advertisements using gender specific language will not be accepted except when the language has been mandated by human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the Bulletin with a statement as to these reasons.

Ne peuvent être acceptées les annonces qui mentionnent une date limite pour la réception des demades avant le 30 du mois de publication.

L'editeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'handicap, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques générales. L'ACPU s'attend à ce que tous les postes annoncees dans le Bulletin soient offerts aux hommes et aux femmes. Les annonces utilisant un langage sexiste ne sont pas acceptées à moins que la loi sur les droits de la personne ne le permette. Il incombe à l'établissement qui a l'intention de faire paraitre une annonce restrictive de fournir à la rédactrice du Bulletin une déclaration énonçant ces raisons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT Bulletin may be asked to provide information of a confidential nature.

Beaucoup d'universités canadiennes se sont jointes au programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 $ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des aborigènes, des personnes handicapées et des minorités visibles. À cette fin, on pourra demander aux candidat(e)s à certains postes annoncés dans le Bulletin de l'ACPU de fournir des renseignements à caractère confidentiel.

As a service to CAUT members interested in positions available in other countries, the ***Bulletin*** *accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 – 14th. St. N.W., Washington, DC 20005; tel: 202-737-5900.*

Le Bulletin accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. À l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangéres. Deux fois par année, l'ACPU publie une liste d'universités laïsant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th. St. N.W., Washington, DC 20005; tél:(202) 737-5900.

ACCOUNTANCY

UNIVERSITY OF WATERLOO, School of Accountancy. Applications are invited for faculty position from those with teaching and research interests in (1) financial accounting, (2) finance, (3) management accounting and information systems, (4) auditing, (5) taxation. Ph.D. or equivalent. Salary will depend on qualifications. Appointments effective July 1, 1992 or by arrangement. Appointments available until positions filled. Send resumes to the Director, School of Accountancy, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The availability of these positions is subject to budgetary approval. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible. The University of Waterloo encourages applications from qualified women and men, members of the visible minorities, native peoples, and persons with disabilities.

ANAESTHESIA

BRITISH COLUMBIA'S CHILDREN'S HOSPITAL, VANCOUVER, B.C., CANADA. Head, Department of Anaesthesia. The University of British Columbia and British Columbia's Children's Hospital are seeking an outstanding academic anaesthetist to serve as the Head of the Department of Anaesthesia at B.C.'s Children's Hospital, Vancouver, B.C. B.C.'s Children's Hospital, affiliated with the University of British Columbia, provides comprehensive care to infants and children of the province. While the primary emphasis is on the provision of tertiary care services in all the major surgical and medical subspecialties, other levels of care are provided to fulfil the teaching and community responsibilities of the Hospital. The Hospital has 240 inpatient beds and 9 operating rooms. Each year, there are approximately 3,000 inpatient and 5,000 outpatient surgeries performed. The individual we seek will be responsible for all aspects of the organization of the anaesthesia services within B.C.'s Children's Hospital, for teaching programs, and for the overall planning of research activities within the Hospital and the adjacent research institute in association with the University Department of Anaesthesia. Applicants should have attained national and international stature in their fields and should demonstrate a record of excellence in scholarship, clinical service and administration. This is a full-time tenure track position in the Faculty of Medicine with budgetary approval. Salary and academic rank will be commensurate with qualifications and experience. Anticipated start date is April 1, 1992. U.B.C. encourages qualified women and minority applicants. In accordance with Canadian immigration requirements, this ad is directed to Canadian citizens and permanent residents of Canada. Interested applicants should forward a letter of application and curriculum vitae by January 31, 1992 to: Dr. Paul Steinbok, Chair, Search Committee for Head, Department of Anaesthesia, B.C.'s Children's Hospital, 4480 Oak Street, Vancouver, B.C., Canada V6H 3V4.

ANATOMY

THE UNIVERSITY OF BRITISH COLUMBIA: Head, Department of Anatomy. The Faculty of Medicine, University of British Columbia invites applications and nominations for the position of Head of the Department of Anatomy. We seek an academic leader who will direct and develop the teaching and research programs of the Department. The Department has 13 Full-time Faculty members and attracts research support of approximately $1,000,000 annually. Candidates should have a proven record of scholarly achievement, a strong research background, a commitment to undergraduate and graduate medical education and the ability to encourage and develop interdisciplinary initiatives. Starting date will be July 1, 1992. Salary will be commensurate with experience and qualifications. This appointment is subject to final budgetary approval. UBC encourages qualified women and minority applicants. In accordance with Canadian immigration requirements, this ad is directed to Canadian citizens and permanent residents. Applications, accompanied by a detailed curriculum vitae and the names of three references, should be directed by April 15, 1992, to: **Dr. M.J. Hollenberg, Dean,** Faculty of Medicine, Room 317, Instructional Resources Centre, University of British Columbia, 2194 Health Sciences Mall, Vancouver, BC V6T 1W5

ANTHROPOLOGY

UNIVERSITY OF REGINA: The Department of Anthropology invites applications for a **TERM** appointment (subject to budget approval). This one year appointment, at the rank of Lecturer or Assistant Professor, will commence July 1, 1992. The Department is small and has a strong commitment to undergraduate teaching. Faculty are normally expected to teach introductory classes in general anthropology and advanced classes in more than one subfield or culture area. We welcome applicants with applied experience and an ability to teach research methodology and/or an interest in applied research. Candidates should have a completed or nearly completed Ph.D. in Anthropology. Applications, including a curriculum vitae and three letters of reference, should be forwarded by March 1, 1992 to: D. de Vlieger, Dean, Faculty of Arts, University of Regina, Regina, Saskatchewan, S4S 0A2. The University of Regina is committed to employment equity. We encourage applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND - SIR WILFRED GRENFELL COLLEGE: Anthropology. Sir Wilfred Grenfell College invites applications for a replacement position from September 1 - December 31, 1992. Ph.D. or near completion is required. The area of specialization is open. Emphasis is on teaching; department members are engaged in a range of research. Rank and salary dependent upon qualifications and experience in accordance with the Collective Agreement. Sir Wilfred Grenfell College teaches the first two years of Memorial University's Arts and Science curriculum and offers a Bachelor of Fine Arts degree. Planning is underway for the expansion to four-year degree granting status in Arts and Science. The College is located in Newfoundland's west coast city of Corner Brook with excellent recreational and cultural facilities and a population of 30,000. A letter of application with Curriculum Vitae, the names of three references should be sent to: Professor E.J.F. Hodgett, Vice-Principal, Memorial University of Newfoundland, Sir Wilfred Grenfell College, Corner Brook, NF, A2H 6P9. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

McGILL UNIVERSITY, Department of Anthropology. Applications are invited for a full-time limited-term appointment as the Assistant Professor level, from September 1, 1992 to May 31, 1993 (pending budgetary approval). Applicants should have the Ph.D. in hand. We are seeking a social anthropologist. Topical and area specializations are open, but expertise in gender inequalities and/or Latin America would be an asset. Duties will include the teaching of four one-semester courses, including one graduate seminar (topic open) and three undergraduate courses. In accordance with Canadian immigration requirements, this ad is directed to Canadian citizens and permanent residents of Canada. We encourage applications from all qualified candidates, including women, members of ethnic minorities, and persons with disabilities. Applicants should send, as soon as possible, a curriculum vitae, names and address of three referees, and a sample of recent writing to Professor Jérôme Rousseau, Chair, Department of Anthropology, McGill University, 855 Sherbrooke Street West, Montreal, Québec, Canada, H3A 2T7. The deadline for the receipt of applications is February 1, 1992.

OKANAGAN COLLEGE, the University-College of the Okanagan, invites applications for a continuing position effective August 1, 1992 in the area of Linguistic Anthropology. The successful candidate will help develop the Anthropology major program, to be offered in association with the University of British Columbia, and must be committed to both scholarly activity and post-secondary education. The successful candidate will be expected to teach introductory courses in physical and cultural anthropology, as well as upper level undergraduate courses in linguistic anthropology. Candidate should hold a Ph.D. in the discipline. Salary range is $41,020 - $58,940 per annum (based on 1991/92 Salary Scale). Placement on the salary scale is dependent upon qualifications and experience. Inquires of an academic nature should be addressed to Dr. Naomi McPherson, Chairperson of the Selection Committee, Department of Anthropology and Sociology. Interested candidates should submit a curriculum vitae and the names of three references to be sent to the Personnel Department, Okanagan College, 1000 K.L.O. Road, Kelowna, B.C., V1Y 4X8. The closing date for applications is January 31, 1992. Please refer to competition number 96FAC91 upon application.

APPLIED SOCIAL SCIENCE

CONCORDIA UNIVERSITY, Department of Applied Social Science, invites applications for a tenure stream appointment at the rank of Assistant Professor. The department is seeking a person with a relevant doctoral degree, human relations and laboratory education training, and practical experience in social intervention (personal and systems change in groups, organizations and communities). The successful candidate will have a demonstrated competence in applied research and publication. Candidates should be competent in an experiential, applied approach to teaching and learning and have the ability to communicate in French. Applied Social Science is a multidisciplinary Department which offers courses in interpersonal and group dynamics, group leadership, social intervention, individual change through adolescence and adulthood, counselling, organizational and community development. The current faculty members of the Department represent the professions of adult education, applied behavioral science, communications, psychology, counselling and social work. Department faculty are also members of the Centre for Human Relations and Community Studies which offers consultation and training services for organizations and community groups outside the University. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Application deadline: Send curriculum vitae and three letters of reference by January 30, 1992 to: Dr. Richard Cawley, Chair, Department of Applied Social Science, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Quebec, H3G 1M8

ART & ART HISTORY

UNIVERSITY OF REGINA: Contemporary Art Historian/Artist. Two year Artist-in-Resident position at the rank of Assistant Professor. To teach classes in contemporary art and art criticism to undergraduate and graduate students. Candidate should possess a Master's degree and preferably some teaching experience and a record of publications. An historian with studio background would be welcomed. Appointment to be made for the academic years, 1992-94 beginning on July 1, 1992. Please submit a letter of application together with a curriculum vitae, a list of publications, professional activities, and the names of three references, who have been asked to submit letters, by February 28, 1992 to: Dr. Mary Blackstone, Dean, Faculty of Fine Arts, University of Regina, Regina, Saskatchewan, S4S 0A2 Canada. The University of Regina is committed to employment equity. We welcome all applications but especially those from aboriginal peoples, people with disabilities, visible minorities and women. In accordance with Canadian immigration regulations this advertisement is directed to Canadian citizens and permanent residents.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND - SIR WILFRED GRENFELL COLLEGE: Visual Arts, Art History. Sir Wilfred Grenfell College, Memorial University of Newfoundland, invites applications for a tenure-track appointment in Art History to begin September 1, 1992 (subject to budgetary approval). The successful candidate should be able to teach courses in art history survey, current issues and criticism and several of the following: Renaissance, Canadian, Modern, 17th and 18th centuries. Applicants should, preferably, have the Ph.D. and teaching experience at the post-secondary level, although candidates with the M.A. may be considered. Rank and salary dependent upon qualifications and experience in accordance with the Collective Agreement. The College teaches the first two years of Memorial University's Arts and Science curriculum and offers a Bachelor of Fine Arts degree. Planning is underway for the expansion to four-year degree granting status in Arts and Science. It is located in Newfoundland's west coast city of Corner Brook with excellent recreational and cultural facilities and has a population of 30,000. A letter of application with a Curriculum Vitae, the names of three referees should be sent to: Professor E.J.F. Hodgett, Vice Principal, Memorial University of Newfoundland, Sir Wilfred Grenfell College, Corner Brook, NF A2H 6P9. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

SAINT MARY'S UNIVERSITY Department of Biology invites applications for a full-time, tenure-track position at the assistant professor level in the field of Molecular or Microbial Genetics. The appointment is effective September 1, 1992. The successful applicant will be expected to develop an active and externally funded research program as well as teach an introductory course in Genetics and another in his/her specialty. Candidates should possess a PhD in Biology. Preference will be given to those candidates having post-doctoral research experience and teaching experience at the undergraduate level. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Saint Mary's University is an equal opportunity employer. Applications, including a curriculum vitae and the names of three referees, should be sent prior to March 31, 1992 to: Dr. B. Kapoor, Chairperson, Department of Biology, Saint Mary's University, Halifax, Nova Scotia B3H 3C3.

WILFRID LAURIER UNIVERSITY, Department of Biology: The Department invites applications for a potential tenure-track appointment, subject to budgetary approval, commencing on July 1, 1992. Applicants must have a Ph. D. (post-doctoral experience would be an asset) and will be expected to develop an externally funded research program in the context of a small university. The department is looking for individuals with expertise primarily in the area of animal physiology with secondary interests in invertebrate zoology or limnology (or both). The department strives for excellence in undergraduate education and emphasizes traditional areas of anatomy, physiology and taxonomy. Field work is a component of a number of courses. Wilfrid Laurier University is committed to the principle of employment equity for women and men. Applications with a full curriculum vitae and the names and addresses of three referees should be forwarded to

BIOLOGY

MEMORIAL UNIVERSITY OF NEWFOUNDLAND - SIR WILFRED GRENFELL COLLEGE: Biology. Applications are invited for two positions in the Department of Biology, (1) one tenure-track, (2) one sabbatical replacement, to commence September 1, 1992 (subject to budgetary approval). A Ph.D. or near completion is preferred. A background in freshwater or vertebrate ecology or entomology is preferred. Rank and salary dependent upon qualifications and experience in accordance with the Collective Agreement. Sir Wilfred Grenfell College teaches the first two years of Memorial University's Arts and Science curriculum and offers a Bachelor of Fine Arts degree. Planning is underway for the expansion to four-year degree granting status in Arts and Science. The Biology Department currently offers the first and second years of undergraduate studies. The College is located in Newfoundland's west coast city of Corner Brook with excellent recreational and cultural facilities and has a population of 30,000. A letter of application with a Curriculum Vitae, the names of three references should be sent to: Professor E.J.F. Hodgett, Vice Principal, Memorial University of Newfoundland, Sir Wilfred Grenfell College, Corner Brook, NF A2H 6P9. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

SAINT MARY'S UNIVERSITY Department of Biology invites applications for a full-time, tenure-track position at the assistant professor level in the field of Molecular or Microbial Genetics. The appointment is effective September 1, 1992. The successful applicant will be expected to develop an active and externally funded research program as well as teach an introductory course in Genetics and another in his/her specialty. Candidates should possess a PhD in Biology. Preference will be given to those candidates having post-doctoral research experience and teaching experience at the undergraduate level. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Saint Mary's University is an equal opportunity employer. Applications, including a curriculum vitae and the names of three referees, should be sent prior to March 31, 1992 to: Dr. B. Kapoor, Chairperson, Department of Biology, Saint Mary's University, Halifax, Nova Scotia B3H 3C3.

WILFRID LAURIER UNIVERSITY, Department of Biology: The Department invites applications for a potential tenure-track appointment, subject to budgetary approval, commencing on July 1, 1992. Applicants must have a Ph. D. (post-doctoral experience would be an asset) and will be expected to develop an externally funded research program in the context of a small university. The department is looking for individuals with expertise primarily in the area of animal physiology with secondary interests in invertebrate zoology or limnology (or both). The department strives for excellence in undergraduate education and emphasizes traditional areas of anatomy, physiology and taxonomy. Field work is a component of a number of courses. Wilfrid Laurier University is committed to the principle of employment equity for women and men. Applications with a full curriculum vitae and the names and addresses of three referees should be forwarded to

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the undersigned on or before February 1, 1992. In accordance with Canadian immigration policy, this advertisement is directed to Canadian citizens and permanent residents. Dr. David Pelrson, Chair, Department of Biology, Wilfrid Laurier University, Waterloo, ON N2L 3C5; Telephone: (519)884-1970 ext. 2850; Fax: (519)886-9351.

THE UNIVERSITY OF BRITISH COLUMBIA: The Department of Zoology of the University of British Columbia is seeking a qualified female scientist to nominate for a Natural Sciences and Engineering Research Council (NSERC) Women's Faculty Award. The NSERC Women's Faculty Award is tenable for a maximum of 5 years, but there is a strong possibility for a tenure track position. The successful award holder will be appointed at the Assistant Professor level. Applicants must have a doctoral degree (postdoctoral experience preferred) and will be expected to undertake an independent research program in any area of animal biology that strengthens or complements the research activities of the department. The Department of Zoology at UBC has approximately 40 faculty, 40 postdoctoral fellows/research associates, and 150 graduate students involved in a diverse number of research projects at all levels of organization. The successful award holder will have minimal teaching obligations for the duration of the NSERC award. Applicants should send a curriculum vitae, a few representative reprints/preprints, a brief outline of the proposed research activities, and have three letters of reference sent to: Dr. J.E. Phillips, Head, Department of Zoology, University of British Columbia, 6270 University Boulevard, Vancouver, B.C., V6T 1Z4, Tel. (604) 822-3168; Fax (604) 822-2416. Deadline for completed applications is March 31, 1992. However, the search will remain open until a suitable nominee has been selected. Expected date of appointment is July 1, 1993. In accordance with NSERC requirements this advertisement is directed to female Canadian citizens and permanent residents of Canada.

BOTANY

UNIVERSITY OF BRITISH COLUMBIA: The Department of Botany at The University of British Columbia is seeking applications to fill a tenure track position. Preference will be given to Bryologists, Phycologists or Mycologists whose research interests emphasize biodiversity, systematics, evolution, or evolutionary ecology. Candidates for this position must have a Ph.D. degree and published evidence of research ability. The successful candidate will be expected to develop a rigorous research program and should be an enthusiastic and competent teacher. The successful candidate will be expected to contribute to teaching introductory and upper level botany courses. The expected date of appointment is January 1, 1993 (or as negotiated). Application deadline is February 29, 1992 or until such time as suitable candidates are identified. Applicants should send a curriculum vitae, selected reprints, a statement of research interests and have at least three letters of reference sent to: Dr. David H. Turpin, Head, Department of Botany, University of British Columbia, #3529 - 6270 University Blvd., Vancouver, B.C. Canada. V6T 1Z4. In accordance with the Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. UBC encourages qualified women and minority applicants. The position is subject to final budgetary approval.

UNIVERSITY OF BRITISH COLUMBIA: The Department of Botany at The University of British Columbia is seeking applications to fill a tenure track position in the area of Developmental Botany. Preference will be given to individuals employing a variety of approaches (molecular, genetic, cytological) to fundamental problems in plant development. Candidates for this position must have a Ph.D. degree and published evidence of research ability. The successful candidate will be expected to develop a rigorous research program and should be an enthusiastic and competent teacher. The successful candidate will be expected to contribute to teaching introductory and upper level botany courses. The expected date of appointment is July 1, 1992 (or as negotiated). Application deadline is February 29, 1992 or until such time as suitable candidates are identified. Applicants should send a curriculum vitae, selected reprints, a statement of research interests and have at least three letters of reference sent to: Dr. David H. Turpin, Head, Department of Botany, University of British Columbia, #3529 - 6270 University Blvd., Vancouver, B.C. Canada. V6T 1Z4. In accordance with the Canadian immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents of Canada. UBC encourages qualified women and minority applicants. The position is subject to final budgetary approval.

BUSINESS

BROCK UNIVERSITY: Tenure track positions are available for faculty with interests in Accounting, Finance and Law (subject to budgetary approval). Candidates with Ph.D. in hand or close to completion, who are interested in teaching and research, are invited to apply. Rank is dependent on qualifications and experience and salary is competitive. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women candidates are especially encouraged to apply. Please submit your application, with a curriculum vitae and the names of three referees to Harvey Mann, Faculty of Business, Brock University, St. Catharines, Ontario L2S 3A1. Smoking at Brock University is strictly controlled.

CARLETON UNIVERSITY: The School of Business, Carleton University invites applications for a three-year term appointment at the Assistant Professor level in the area of decision analysis/decision support. A completed Ph.D. is required. The applicant will be an important member of a team working on the 3-year strategic research programme of the Decision Analysis Laboratory, dealing with automation and support of decisions with strategic interactions. During this time period the applicant will have a reduced teaching load in order to facilate his/her research. Duties of the successful candidate will include participation in the development of a logic-based decision support system, conducting research in co-operation with industrial partners, supervision of graduate students, and undergraduate and graduate teaching in the areas of information systems and/or management science. The position is available immediately. Carleton University is committed to equality of employment for women, aboriginal people, visible minorities, and disabled persons. Interested persons from these groups are encouraged to apply. Applications including curriculum vitae, and the names of three referees, should be sent to: Chair, Appointments Committee, Decision Analysis Laboratory, School of Business, Carleton University, Ottawa, Ontario, K1S 5B6 Canada.

McGILL UNIVERSITY, Faculty of Management: Applications are invited for anticipated tenure-stream appointments in the areas of Accounting, Finance, International Business, Marketing, MIS, Organizational Behaviour, and Policy. Salary and rank will be commensurate with the candidate's qualifications and research record. The Faculty of Management has over 60 full-time faculty and offers B.Comm., M.B.A. and Ph.D. degrees. Apply in writing to Prof. Monty Yalovsky, Associate Dean - Academic, Faculty of Management, 1001 Sherbrooke Street West, Montreal, Quebec, H3A 1G5. Closing date to receive applications is January 30, 1992. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

BUSINESS ADMINISTRATIDN & COMMERCE

UNIVERSITY OF NEW BRUNSWICK: The Faculty of Administration invites applications for tenure track positions in: Accounting, Finance, International Business/Policy, Industrial Relations/Personnel, Law, Marketing, Management Information Systems, Management (Introduction to Business/Micro and Macro-Organizational Behaviour), Management Science and for an instructorship in Business Communications. Qualification for tenure track positions is Ph.D. completed or near completion in appropriate disciplines. Rank is generally Assistant or Associate depending on qualifications and experience, but persons with a very strong record of demonstrated achievement will be considered for the rank of full professor. Term positions at the rank of Lecturer may be available for applicants holding an MBA degree or professional accounting designation. Persons with tenured positions elsewhere may apply for visiting appointments. Appointments effective July 1, 1992 or January 1, 1993 as convenient. Successful candidates will teach in the BBA, MBA, and MPA programs and carry out research in their disciplines. Salary is competitive at all ranks. (Some positions are subject to budgetary provisions). Submit curriculum vitae and names and addresses of three referees to Dr. Ronald G. Storey, Dean, Faculty of Administration, University of New Brunswick, P.O. Box 4400, Fredericton, New Brunswick, Canada, E3B 5A3. Applications from female candidates are particularly welcome. The University of New Brunswick is committed to the principle of employment equity.

CONCORDIA UNIVERSITY: Faculty of Commerce and Administration, Department of Decision Sciences and Management Information Systems Applications are invited for tenure-track and visiting positions at all ranks, in Management Information Systems and Production/Operations Management, effective July 1, 1992. For appointment as Assistant Professor, preference will be given to candidates who have completed their PhD and who have a strong research orientation. Candidates for higher ranks must provide evidence of excellent teaching and research. Salaries are competitive and depend on rank, research record, and experience. Successful candidates will participate in teaching and research supervision in the following programmes: Undergraduate, Graduate Diploma, MBA, EMBA, MSc, and PhD. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates shall be given priority, in accordance with Canadian immigration requirements, priority will be given to Canadian citizen and permanent residents of Canada. Interested candidates are invited to send an application including curriculum vitae and the names of three academic referees to Jerry Tomberlin, Chair, Department of Decision Sciences and Management Information Systems, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec H3G 1M8.

CONCORDIA UNIVERSITY: Faculty of Commerce and Administration, Department of Decision Sciences and Management Information Systems. The Department wishes to nominate an eligible applicant with a strong research orientation in Management Information Systems and/or Production/Operations Management for an NSERC Women's Faculty Award. NSERC gives preference to nominees who are within five years since the completion of their doctoral degree. Nominees will also be offered a tenure-track position at the Assistant Professor level starting June 1, 1992. Should the nominee be granted an award, it is expected that she would devote most of her time to research, undertaking only a limited amount of teaching. Concordia University is committed to Employment Equity at all levels, and encourages applications from aboriginal peoples, visible minorities and disabled persons. Only women who are currently citizens or permanent residents of Canada are eligible for the award. Interested candidates are invited to send an application including curriculum vitae and the names of three academic referees to Jerry Tomberlin, Chair, Department of Decision Sciencas and Management Information Systems, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec H3G 1M8.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND, Memorial's Faculty of Business Administration is seeking applications for faculty positions in many functional areas due to significant growth in undergraduate and graduate programs. These may be tenure-track, contractual or visiting positions and appointments are possible at all ranks. Employment dates are flexible, and salaries are competitive and depend upon qualifications and experience. Tenure-track applicants should hold a doctoral degree or be near completion. The faculty has institutes in the areas of small business and management development. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Please contact: Dr. Rick Roskin, Dean, Faculty of Business Administration, Memorial University of Newfoundland, St. John's, NF A1B 3X5; Telephone: (709) 737-8551; FAX: (709) 737-7064.

UNIVERSITY OF MANITOBA. Faculty of Management. Applications are invited in the areas of (i) accounting and (ii) finance. Rank is open based on qualifications and experience. Visiting appointment is also possible. Ph.D. or DBA completed or near completion is required. Duties include research and teaching at the undergraduate and graduate levels. Salary is competitive and will depend on qualifications, experience and research record. Appointment date is open; July 1, 1992 preferred. Application date closes when position is filled. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities. The University provides a smoke free work environment, save for specially designated areas. Priority consideration will be given to Canadian citizens and permanent residents. Applications should be sent to: Dr. Lawrence I. Gould, Head, Department of Accounting and Finance, University of Manitoba, Winnipeg, Manitoba. R3T 2N2.

CHEMISTRY

ST. FRANCIS XAVIER UNIVERSITY: Chemistry - Tenure Track Position. The Department of Chemistry at St. Francis Xavier University invites applications for a tenure-track position (subject to budgetary approval) for 1992-93. While the department is primarily interested in applicants in the areas of physical or inorganic chemistry, applicants in all fields are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications including a curriculum vitae, a list of publications, a summary of research interests, an outline of proposed research and the names and addresses of at least three referees should be forwarded by Feb. 15, 1992 to: Dr. David L. Bunbury, Chair, Department of Chemistry, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 1C0.

UNIVERSITY OF ALBERTA: Research Associate in Homogeneous Catalysis. A position is available commencing 1 April 1992 for an experienced researcher in the field of homogeneous catalysis to pursue an industrially-sponsored research and development project. The successful candidate must have a PhD in the field of homogeneous catalysis research and also two years additional postdoctoral experience (by date of appointment) in the area of the application of homogeneous catalysis to oxidation or carbonylation reactions. Experience with kinetic analysis of the reactions, gas chromatography and the use of high pressure reactors is essential. The minimum stipend is $28,000 p.a. and a travel allowance is available. Send curriculum vitae and the names of three references to: Professor R.G. Cavell, Department of Chemistry, University of Alberta, Edmonton, Alberta, Canada T6G 2G2; Phone: 403-492-5310; Fax: 403-492-8231. The closing date is 31 January 1992. In accordance with Canadian immigration requirements, this advertisement is directed toward permanent residents or citizens of Canada. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities, and women.

WILFRID LAURIER UNIVERSITY, Department of Chemistry. The department invites applications for a two-year limited term appointment, at the rank of Assistant Professor, commencing on July 1, 1992. A subsequent Provisional or Candidacy (tenure-track) appointment may be made subject to budgetary approval. Applicants should have a Ph.D. and some post-doctoral experience in the area of Theoretical Chemistry and will be expected to develop an externally funded research program in the context of a small University. The department strives for excellence in undergraduate education and features limited enrolments and small classes. Wilfrid Laurier University is committed to the principle of employment equity for men and women. Applications with a full curriculum vitae and the names and addresses of three referees should be forwarded to the undersigned on or before March 1, 1992. In accordance with Canadian immigration policy, this advertisement is directed to Canadian citizens and permanent residents. Dr. Russell Rodrigo, Chair, Department of Chemistry, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5; Telephone:(519)884-1970 ext. 2920; Fax: (519)886-9351.

SAINT MARY'S UNIVERSITY invites applications for a full-time, tenure-track position in the Department of Chemistry commencing September 1, 1992. The initial probationary appointment will be for a period of three years. The successful candidate must hold a PhD, must be able to teach in the areas of Organic Chemistry and Biochemistry at introductory and advanced levels and must be able to establish an active research program. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is an equal opportunity employer. Applications, including a curriculum vitae and the names and addresses of three referees, should be sent prior to February 6, 1992 to: Dr. J. Ginsburg, Chairperson, Department of Chemistry, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3 or by facsimile (902) 420-5261.

UNIVERSITY OF WATERLOO: The Department of Chemistry at the University of Waterloo invites applications for a faculty position in experimental polymer chemistry at the level of Assistant or Associate Professor, to begin September 1, 1992. This position is subject to budgetary approval. The applicant must have a Ph.D. in the area of polymer chemistry, and should have relevant postdoctoral experience and a strong record of research accomplishment in experimental polymer chemistry. We are seeking an individual of outstanding background and excellent promise, who will establish an independent research program and participate enthusiastically in undergraduate and graduate teaching. The salary will be commensurate with education and experience. The Department offers a stimulating and pleasant environment in which to work. The Guelph-Waterloo Centre for Graduate Work in Chemistry (GWC)2, is one of the largest and most active graduate schools in Canada. The Polymer Research Institute, which operates jointly out of the Chemistry and Chemical Engineering Departments, has one of the largest concentrations of polymer scientists and engineers in Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. A complete application must include a curriculum vitae, a list of publications, a summary of research interests, an outline of proposed research, and the names and addresses of at least three references. The application should be sent to Professor F.R. McCourt, Chairman, Department of Chemistry, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. The deadline for application is January 30, 1992.

UNIVERSITY OF WATERLOO: The Department of Chemistry at the University of Waterloo invites applications for a tenure-track Assistant Professorship in the area of NMR spectroscopy, and its application to problems of a biochemical, bio-organic, or materials science nature. The successful candidate will assume responsibility for overseeing a 500 MHz FTNMR spectrometer, for which funding is now being sought. The availability of this position is subject to budgetary approval. The NMR service facility, which will include the 500 MHz spectrometer plus 200 MHz and 250 MHz spectrometers, will be managed by a professional facility manager and a technical operator. A Ph.D. in the area of NMR plus two years of appropriate postdoctoral experience are required. The salary will be commensurate with education and experience. The Department offers a stimulating and pleasant environment in which to work. The Guelph-Waterloo Centre for Graduate Work in Chemistry ((GWC)2) is one of the largest and most active graduate schools in Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. A complete application must include a curriculum vitae, a list of publications, a summary of research interests, an outline of proposed research, and the names and addresses of at least three references. The application should be sent to Professor F.R.W McCourt, Chair, Department of Chemistry, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. The deadline for application is January 30, 1992.

CINEMA STUDIES

UNIVERSITY OF TORONTO: The Graduate Centre for Study of Drama at the University of Toronto seeks to make a new tenure-stream appointment in Cinema Studies, at the rank of Assistant or Associate Professor, to commence on July 1, 1992. The successful candidate will have a Ph.D. or equivalent, a publishing record, and teaching experience in the field of cinema. The position will entail teaching courses at the graduate level in the history and theory of the cinema, as well as courses at the undergraduate level for the University's Cinema Studies Programme in the Faculty of Arts and Science. The successful candidate will participate in creating for the Centre a gradu-

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L'Université de Moncton recherche

des professeures et des professeurs

pour enseigner dans les domaines suivants :

(Ces postes seront comblés sous réserve d'approbation budgétaire.)

Faculté des arts

Histoire
(1 poste temporaire d'un an)

Géographie
(1 poste temporaire d'un an)

Faculté des sciences de l'éducation

Service des stages
(2 postes temporaires d'un an)

Orientation
(2 postes temporaires d'un an)

Psychologie éducationnelle
(3 postes temporaires d'un an)

Élaboration et évaluation des activités éducatives
(1 poste temporaire d'un an)

Didactique du français
(1 poste temporaire d'un an)

Technologie des affaires
(1 poste temporaire d'un an)

Technologie de l'industrie
(1 poste temporaire d'un an)

Technologie de l'éducation
(1 poste temporaire d'un an)

(1 poste temporaire d'un an)

École de nutrition et d'études familiales

Coordination des stages alternances études-travail (1 poste régulier)

Faculté d'administration

Comptabilité
(1 poste temporaire d'un an)
(1 poste régulier)

Faculté des sciences

Chimie analytique-chimie générale
(1 poste temporaire d'un an)

Biochimie
(1 poste temporaire d'un an)

Faculté des sciences sociales

Administration publique
(1 poste temporaire d'un an)

Psychologie
(1 poste régulier)

Date d'entrée en fonction : le 1er juillet 1992

Un Ph.D. ou l'équivalent est exigé. Les candidatures des personnes présentement en rédaction de thèse et de celles possédant une maîtrise avec expérience pratique dans le domaine approprié seront également considérées.

Les candidates et candidats doivent envoyer leur curriculum vitae, accompagné d'une lettre de recommandation de trois répondants, au plus tard le 15 mars 1992, à **M. Guy Savoie, directeur, affaires professorales, Université de Moncton, Moncton (Nouveau-Brunswick) E1A 3E9.**

Pour plus d'information au sujet des postes, communiquez avec **M. Guy Savoie, à l'adresse ci-dessus, au (506) 858-4276 ou par télécopieur au (506) 858-4379 ou (506) 858-4585.**

UNIVERSITÉ DE MONCTON

Cette offre s'adresse aux femmes et aux hommes et, conformément aux exigences relatives à l'immigration au Canada, ces postes sont offerts aux citoyennes et citoyens canadiens ainsi qu'aux résidentes et résidents permanents seulement.

BRANDON UNIVERSITY INVITES NOMINATIONS AND APPLICATIONS FOR THE POSITION OF VICE-PRESIDENT, ACADEMIC AND RESEARCH

The Vice-President (Academic & Research) is a senior academic officer of the university and is responsible to the President. The incumbent will play a leading role in the direction and co-ordination of the academic and research affairs of the institution. The Vice-President (Academic & Research) is responsible for the supervision of the managers and functions of the Registrar's Office, Library Services, Office of Extension, Rural Development Institute, International Projects, Brandon University Northern Teachers Education Program (BUNTEP), Archives, and the Bachelor of General Studies Program. A structure whereby the Deans report to the Vice-President (Academic & Research) is planned.

Brandon University has a full-time and part-time undergraduate population of some 3600 students, and employs approximately 200 faculty and 200 support staff. The University offers undergraduate degree programs in Arts, Science, Education, Music and General Studies, as well as graduate degrees in Music and Education. In addition, Brandon University has been a leader in developing well-established programs for the native population of Northern Manitoba and in developing special programs for both non-traditional and mature students.

This is a 5 year term appointment and will commence July 1, 1992, or as soon thereafter as possible. The Salary is dependent upon qualifications. In accordance with Canada Immigration regulations this advertisement is directed primarily to Canadian citizens and permanent residents. Brandon University is an equal opportunity employer and both men and women are encouraged to apply.

Nominations and applications, including a current curriculum vitae and the names and addresses of three referees should be forwarded by February 28, 1992 to:

Dr. C. Dennis Anderson
President and Vice-Chancellor
Brandon University
Brandon, Manitoba
R7A 6A9

are programme in cinema studies parallel to its programme in drama, which will be an extension of the undergraduate programme. Salary will be commensurate with qualifications and experience. Send a curriculum vitae, and arrange for three letters of reference to be sent to: Professor Colin Visser, Director, Graduate Centre for Study of Drama, 214 College Street, University of Toronto, Toronto Ontario M5T 2Z9. Deadline for applications is 15 February 1992. The University of Toronto encourages both women and men to apply for positions. In accordance with Canadian immigration requirements, this notice is directed to Canadian citizens and permanent residents.

COMMUNICATION

CARLETON UNIVERSITY: Mass Communication. Subject to budgetary approval, applications are invited for a tenure track position at any rank, starting July 1, 1992. Candidates are expected to have in hand, or near completion, a Ph.D. in Communication or a related field. While other areas may be considered, preference will be given to demonstrated teaching/research interest in one or more of the following areas: media analysis, communication technologies (international communication, communication history, communication policy). Send curriculum vitae, copies of recent publications, and names of three referees to: Dr. P. Anderson, Chair, Mass Communication Making Committee, School of Journalism, Carleton University, Ottawa, Ontario, K1S 5B6, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons. Interested persons from these groups are encouraged to apply. Deadline for application is February 17, 1992.

COMMUNICATIVE DISORDERS

THE UNIVERSITY OF WESTERN ONTARIO: Speech-Language Pathology - Neurogenics. The Department of Communicative Disorders at the University of Western Ontario invites applications for a tenure-track faculty position in the area of Neurogenic Disorders of Speech and Language, beginning 1 July 1992. Areas of special interest include, but are not limited to: apraxia, dysarthria, aphasia, and speech-motor control. The successful candidate will join an active, research-oriented Department of 24 regular-full time faculty members offering graduate educational programs in Speech-Language Pathology and in Audiology. The Department maintains well-equipped research and teaching facilities, and has a state-of-the-art in-house clinic. Our new building was completed in June, 1991. All candidates must: (1) hold a PhD in Communicative Disorders or a closely-related discipline; (2) have a strong record of clinically-relevant research, supported by publications in refereed journals; (3) provide clear evidence of the ability to develop and sustain an independent, externally-funded program of research within the Department and/or its affiliated institutions; and (4) provide clear evidence of the ability to supervise graduate students and to teach effectively in areas relating to Departmental needs. Duties will include teaching, research, graduate student supervision, and service on Departmental, Faculty and University committees. Salary is negotiable, commensurate with qualifications, with a floor of approximately $48,000.00/year. This is a tenure-track appointment, at the Assistant Professor level, with some possibility of appointment at the Associate Professor level, with tenure, in exceptional circumstances. All appointments are subject to budgetary approval. Candidates should forward their CV, copies of publications, and three letters of recommendation to: Dr. Conrad O. Jamieson, Chairman, Department of Communicative Disorders, Elborn College, The University of Western Ontario, London, Ontario N6G 1H1. Applications should be submitted as soon as possible, but will be accepted until the position has been filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

THE UNIVERSITY OF WESTERN ONTARIO: Diagnostic Audiology. The Department of Communicative Disorders at the University of Western Ontario invites applications for a tenure-track faculty position in the area of Diagnostic Audiology, beginning 1 July 1992. Areas of special interest include, but are not limited to: assessment in the aged, impedance/immittance measurements, evoked response audiometry, and vestibular testing. The successful candidate will join an active, research-oriented Department of 24 regular-full time faculty members offering graduate educational programs in Audiology and in Speech-Language Pathology. The Department maintains well-equipped research and teaching facilities, and has a state-of-the-art in-house clinic. Our new building was completed in June, 1991. Additional funding from an external foundation is also already in hand, to assist the successful candidate to establish a new, Diagnostic Audiology Research Laboratory. All candidates must: (1) hold a PhD in Communicative Disorders or a closely-related discipline; (2) have a strong record of clinically-relevant research, supported by publications in refereed journals; (3) provide clear evidence of the ability to develop and sustain an independent, externally-funded program of research within the Department and/or its affiliated institutions; and (4) provide clear evidence of the ability to supervise graduate students and to teach effectively in areas relating to Departmental needs. Duties will include teaching, research, graduate student supervision, and service on Departmental, Faculty and University committees. Salary is negotiable, commensurate with qualifications, with a floor of approximately $48,000.00/year. This is a tenure-track appointment, at the Assistant Professor level, with some possibility of appointment at the Associate Professor level, with tenure, in exceptional circumstances. All appointments are subject to budgetary approval. Candidates should forward their CV, copies of publications, and three letters of recommendation to: Dr. Conrad O. Jamieson, Chairman, Department of Communicative Disorders, Elborn College, The University of Western Ontario, London, Ontario N6G 1H1. Applications should be submitted as soon as possible, but will be accepted until the position has been filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

COMPUTER SCIENCE

UNIVERSITY OF ALBERTA, Department of Computing Science: Applications are invited for a tenure-track position at the Assistant Professor level in the areas of computer graphics and/or human interfaces. Excellent senior applicants will also be considered in these areas. Responsibilities include research as well as teaching at both the graduate and undergraduate levels. This young and energetic department has recently undergone significant expansion and consists of 35 academic staff and 29 support staff. Current hardware support for research includes a local area network consisting of a MIPS R2120 and Silicon Graphics 4D/340S computer connecting over 75 Sun Workstations and a large number of terminals. Current computer graphics facilities include two Silicon Graphics workstations, a Polhemus 3Space Isotrak, a Polhemus Fastrak, a Virtual Research EyeGen3 head-mounted display, a single frame video recorder and two colour sun workstations. The department also operates a Myrias SPS-2 massively-parallel computer as a research tool. Well-supported laboratories also exist for AI, database, distributed systems, image processing, programming languages and robotics research. The current salary range minimum is $C38,955 with the appointment level being commensurate with qualifications and experience. Send curriculum vitae, the names of three references and up to three reprints or copies of important publications. New Ph.D's should include a copy of their transcript. Apply to: Dr. Paul G. Sorenson, Department of Computing Science, University of Alberta, Edmonton, Alberta, Canada T6G 2H1. Applications will be accepted until February 29, 1992. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

ATHABASCA UNIVERSITY: Computer Science/Information Systems. Athabasca University is recruiting a tenure-track Assistant Professor in Computer Science/Information Systems for April 1992. Athabasca University is Canada's leading open University and delivers education at a distance to over 15,000 students. It offers a Certificate and a Major based on an Information Systems (I.S.) curriculum (e.g., see ACM 1982 curriculum and DPMA 1990 curriculum). Athabasca University is expanding its offering of courses within the I.S. discipline. Most of the course delivery is home delivery based on course packages developed centrally with student contact handled by telephone tutors or electronic mail. Some courses may also be offered by seminar. The successful candidate will be responsible for managing the development and delivery of courses in database management and in systems analysis and design, and will be expected to make significant research contributions to his/her field. A Ph.D. in Computer Science, Information Systems or related area and applied experience in information systems and applications development is a requirement for this position. A M.Sc. in Computing Science with extensive applied experience may be considered. Computing Environment. The University is heavily computerized with access to SUN workstations (SUN-OS 4.1), AT&T 3B-1000s (UNIX System V), OEC equipment (VMS and ULTRIX), and a variety of microcomputers connected on a local TCP/IP network. The university is an INTERNET site. Tutors and I.S. students access central equipment by dial-in lines and DATAPAC. An educational computing group provides support for Computer Assisted and Computer Managed Learning activities. Athabasca University is located on the south bank of the Athabasca River, 130 kilometres north of Edmonton. The town is the geographic centre of the province and is surrounded by forest, lakes, and farmland. In accordance with Canadian immigration department regulations, this advertisement is directed to Canadian citizens and permanent residents. Athabasca University is particularly interested in receiving applications from individuals in those groups traditionally under-represented on University Faculties. We offer a smoke free work environment. In addition applications from couples or persons wishing to share this position will be considered. Applicants should submit a full curriculum vitae with names and addresses of three referees by February 1, 1992 to: Michael T. Bassil, Human Resources, Athabasca University, Box 10,000, Athebasca, Alberta T0G 2R0. Further information about this position can be obtained from Dr. Kathleen Mailer, Dean of Science at 403-675-6227 or facsimile 403-675-6186.

COUNSELLING

MEMORIAL UNIVERSITY OF NEWFOUNDLAND - SIR WILFRED GRENFELL COLLEGE: Counselling. Sir Wilfred Grenfell College, Memorial University of Newfoundland, invites applications for a tenure track position in Counselling beginning September 1, 1992 (subject to budgetary approval). Ph.D. in Educational Psychology, Counselling or a related area preferred. The applicant should be a generalist with background appropriate to counselling undergraduates with particular emphasis on women's issues, and familiarity with and experience in a college/university setting. The college teaches the first two years of Memorial University's Arts and Science curriculum and offers a Bachelor of Arts degree. Planning is underway for the expansion to four-year degree granting status in Arts and Science. The College is located in Newfoundland's west coast city of Corner Brook with excellent recreational and cultural facilities and has a population of 30,000. Duties and responsibilities shall include counselling for career, academic and personal concerns, individually or in groups. Rank and salary dependent on qualifications and experience in accordance with the Collective Agreement. A letter of application with Curriculum Vitae, the names of three referees should be sent to: Professor E.J.F. Hodgett, Vice-Principal, Memorial University of Newfoundland, Sir Wilfred Grenfell College, Corner Brook, NF A2H 6P9. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

DENTISTRY

UNIVERSITY OF ALBERTA. Applications are invited for two full-time tenure-track academic positions in the Division of Dental Hygiene, Faculty of Dentistry, University of Alberta. Responsibilities include didactic and clinical teaching, research and other related Divisional activities. The position requires a Dental Hygiene diploma or degree and a Master's degree in Dental Hygiene or related field. Rank and salary are commensurate with education and experience: Assistant Professor ($36,910 - $53,374) or Associate Professor ($45,694 - $67,658). Intramural private practice facilities are available. Positions commencing as soon as possible, but no later than July 1, 1992. In accordance with Canadian immigration requirements, this advertisement is directed at Canadian citizens and permanent residents. Send application including a curriculum vitae and the name of three references to Dr. G.W. Thompson, Chairman, Department of Dental Health Care, University of Alberta, Edmonton, Alberta, T6G 2N8. Fax (403)492-1924. Deadline for applications: Mar. 31/92. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

UNIVERSITY OF ALBERTA: Oral Diagnosis. A full-time tenurable academic staff position at the University of Alberta starting July 1, 1992. Duties: Undergraduate teaching of diagnosis, treatment planning and patient management as well as related research. Reports to Department Chair academically and administratively. Requirements: Significant experience related to duties, graduate training in diagnosis, periodontics, prosthodontics or related discipline. Rank/Salary: Commensurate with education and experience. Rank is at Associate Professor level ($48,083 - $70,331) or Professor level ($60,083 - minimum). If credentials warrant, intramural private practice facilities are available to those qualified. In accordance with Canadian immigration requirements, this advertisement is directed at Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women. Applications: Send curriculum vitae and the names of three references to Dr. K.E. Glover, Chair, Department of Stomatology, University of Alberta, Edmonton, Alberta, T6G 2N8. Deadline for application is February 29, 1992.

DESIGN

MEMORIAL UNIVERSITY OF NEWFOUNDLAND - SIR WILFREO GRENFELL COLLEGE: Theatre, Designer/Stagecraft Professor. Sir Wilfred Grenfell College, Memorial University of Newfoundland, invites applications for a tenure-track position commencing September 1, 1992 (subject to budgetary approval) in the Department of Theatre in the School of Fine Arts. The successful candidate will teach a variety of courses in various areas of Stagecraft and Design in the technical stream of a four year B.F.A. program. The candidate will also be responsible for designing some aspect of at least two major productions a year for the department's fully flexible courtyard style theatre. The College is located in Corner Brook, a city of 30,000 people on the west coast of Newfoundland. An M.F.A. or equivalent in Design is required. Salary and rank are dependent upon qualifications and experience in accordance with the Collective Agreement. Candidates should have experience teaching at the post-secondary level. A substantial body of experience in the professional theatre is essential. A combination of craft skills in lighting, sound, set, costume technique, properties, building and model making will be an asset. A letter of application with a Curriculum Vitae and the names of three references should be sent to: Professor Ken Livingstone, Head, Department of Theatre, Memorial University of Newfoundland, Sir Wilfred Grenfell College, Corner Brook, NF A2H 6P9. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

DEVELOPMENTAL STUDIES

THE UNIVERSITY OF WINNIPEG: Developmental Studies - Child Development and Child Care Program. Applications are invited for the position of Internship Coordinator/Instructor. This is a probationary appointment (leading to a continuing appointment) to commence July 1, 1992. Required Qualification includes at least a M.A. in the field of Early Childhood Development with a focus on either special needs or day care management. Extensive experience with day care systems in Manitoba, administrative/supervisory experience in a day care setting or related field, and previous teaching at the University level are desirable. Responsibilities include (a) coordinating fourth year student internship placements in special needs, and day care management and administration; (b) teaching undergraduate seminar courses related to these two internships; and (c) other administrative duties as required. The closing date for applications is March 15, 1992. Interested candidates should send a letter of application, a curriculum vitae, and 3 letters of reference to: Dr. L. Pelyzet, Coordinator, Developmental Studies, The University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, Canada R3B 2E9; Telephone: (204) 786-9165. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. Women and men are encouraged to apply. This position is dependent on budgetary approval.

THE UNIVERSITY OF WINNIPEG: Developmental Studies - Child Development and Child Care Program. Applications are invited for a probationary (tenure-track) appointment at the level of Assistant Professor to commence July 1, 1992 or shortly thereafter. Required Qualification include a Ph.D. in the field of Early Childhood Development and Special Needs with a focus on either speech and language disorders or behavioural and emotional disturbances. University teaching experience is also required. A background in administration and day care management is desirable. Responsibilities include (a) teaching undergraduate courses in child development, speech and language disorders, behavioural and emotional disturbances, and/or day care management and administration; (b) supervising 4th year internships in special needs and/or day care management and administration; (c) developing a research program in Child Development and Child Care, related to the applicant's field of interest; and (d) other administrative duties, as required. The closing date for applications is March 15, 1992. Interested candidates should send a letter of application, a curriculum vitae and names of three referees to: Dr. L. Pelyzet, Coordinator, Developmental Studies, The University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, Canada R3B 2E9; Telephone: (204) 786-9165. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. Women and men are encouraged to apply. This position is dependent on budgetary approval.

EARTH & OCEAN SCIENCES

UNIVERSITY OF VICTORIA, BRITISH COLUMBIA: Earth and Ocean Science. Applications are invited for at least two new faculty positions in the School of Earth and Ocean Sciences. The research focus of the School is on fundamental, transdisciplinary studies of earth system science; dealing particularly with the solid earth and the oceans. These appointments are part of a multi-year expansion program; rank of positions is open; preferred starting date is July 1992. In accordance with Canadian immigration and employment regulations, this notice is directed to the first instance to Canadian citizens and permanent residents. The University of Victoria is committed to an

University of Alberta
Edmonton

Director, Student Counselling Services

Unit Description:
Student Counselling Services has a staff complement of twelve psychologists, including six interns. Its major responsibility is the provision of a full range of counselling services to a student population in excess of 25,000. The unit also serves as a popular area for practicum placements from the Master's and PhD programs in Educational Psychology.

Requirements:
Currently chartered or eligible for chartering as a Psychologist in the Province of Alberta. University Counselling experience and demonstrated clinical skills dealing with a range of problem areas presented in a University population. Administrative and supervisory experience. An ability to coordinate activities in the Counselling Services unit and cooperate with other Units as part of Student Services.

Duties:
Administration of Student Counselling Services in cooperation with other heads of services in the larger area of Student Services. Serves on a number of campus committees, supervises staff, including graduate interns and practicum students. Coordinates all Counselling Services activities including individual counselling in personal/social, career/vocational and academic problem areas, counselling for prospective University students, maintaining study/learning skills programs, test anxiety management activities, and coordinating areas of training and supervision. Responsible for setting budget priorities, staff priorities and responsible for management of support staff. Responsible for evaluation of all staff for the purposes of determining salaries and promotions.

Terms of Employment:
Salary commensurate with training and experience. Continuing appointment with excellent fringe benefits.

Send a letter of application, resume, and the names of three referees to:

Dr. Peter Miller, Dean
Office of the Dean of Student Services
245 Athabasca Hall
University of Alberta
Edmonton, Alberta T6G 2E8

Applications will be accepted through February 28th, 1992. The starting date for the appointment will be July 1, 1992.

The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities, and women.

MUSIC

UNIVERSITY OF TORONTO: The Faculty of Music invites applications for a wind Instrument Conductor/Performer. The candidate must be an active woodwind or brass instrument performer with substantial experience as a conductor and a proven record as a successful instrumental teacher. Experience in Music Education or Jazz is an asset. A doctoral degree or the equivalent is desirable. Duties will include conducting the University of Toronto Concert Band and/or Wind Symphony, teaching applied music on the candidate's principal instrument, coaching chamber music ensembles and teaching courses in Performance, Jazz, and Music Education as appropriate to the canedidate's training and experience. The candidate is also expected to maintain his or her professional performing career during the portion of the year not devoted to teaching and administrative duties at the University. The appointment will be at the rank of Assistant Professor, full-time, in the tenure stream. The 1991/92 rank minimum salary is $36,400 per annum. The starting date for the position is August 1, 1992. The closing date for applications is January 31, 1992. Applicants should send curriculum vitae and arrange to have three letters of reference sent to: **Paul Pedersen, Dean, Faculty of Music, University of Toronto, Toronto, Ontario M5S 1A1.** In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Toronto encourages both women and men to apply

1992 SPRING/SUMMER INSTRUCTOR POSITIONS

Applications are now being accepted for 1992 Spring/Summer instructor positions in the following areas. A resume and references should be sent to the address below.

Course No.	Course Name	Dates	Honorarium
CLAS 209	Classical Mythology	May 14 – June 30	$2,500.00
CLAS 211	Technical Terms of Medicine and Life Sciences	May 14 – June 30	$2,500.00
CPSC 531	Systems Modelling and Simulation	July 2 – August 18	$2,500.00
DNCE 571.03	Jazz Dance Repertory	May 14 – June 30	$2,500.00
DNCE 571.09	Further Advanced Modern Dance Technique	May 14 – June 30	$2,500.00
DNCE 571.10	Modern Dance Repertory	May 14 – June 30	$2,500.00
DNCE 571.11	Further Advanced Jazz Dance	May 14 – June 30	$2,500.00
EAST 317	Understanding East Asia (Fac. of General Studies)	May 14 – June 30	$2,500.00
EDPA 611.06	Adult Socialization and Development	July 2 – July 31	$2,500.00
EDPA 635	Education in a World of Changing Cultures	July 2 – July 29	$2,500.00
EDPA 667	Administration of a Multicultural School	July 2 – July 29	$2,500.00
EDPA 687.05	Evolution of Adult and Community Education	July 2 – July 31	$2,500.00
ENGL 312	Shakespeare	July 2 – August 18	$5,000.00
ENGL 392	International English Literature	July 2 – August 18	$5,000.00
HIST 345	Early Medieval Europe, 410 – 1076	July 2 – August 18	$2,500.00
HIST 347	High and Late Medieval Europe, 1076 – 1418	July 2 – August 18	$2,500.00
LTSO 309	Introduction to Leisure, Tourism and Society (Fac. of General Studies)	May 14 – June 30	$2,500.00
Undergraduate Level Courses	Dept. of Mathematics and Statistics	May 14 – June 30 & July 2 – August 18	$2,500.00 Each
Undergraduate and Graduate Level Courses	Faculty of Management	May 14 – June 30 & July 2 – August 18	$2,500.00 Each
MUED 601	Kodaly: Musicianship I	July 2 – August 18	$2,500.00
MUED 605	Kodaly: Folk Music Studies and Choral Material I	July 2 – August 18	$2,500.00
MUED 607	Kodaly: Musicianship II	July 2 – August 18	$2,500.00
MUED 611	Kodaly: Folk Music Studies and Choral Material II	July 2 – August 18	$2,500.00
MUED 613	Kodaly: Musicianship III	July 2 – August 18	$2,500.00
MUED 617	Kodaly: Folk Music Studies and Choral Material III	July 2 – August 18	$2,500.00
MUED 633	Scoring for the Symphonic Band and Wind Ensemble: 1970 to the Present	July 24 – August 18	$2,500.00
MUED 635	Conducting the Symphonic Band and Wind Ensemble: 1970 to the Present	July 24 – August 18	$2,500.00
MUED 637	Literature for the Symphonic Band and Wind Ensemble: 1970 to the Present	July 24 – August 18	$2,500.00
POLI 371	Government and Politics of Africa	July 2 – August 18	$2,500.00
POLI 359	Comparative Government and Politics	July 2 – August 18	$2,500.00
SOCI 365	Social Stratification	July 2 – August 18	$2,500.00
SOCI 371	The Family	July 2 – August 18	$2,500.00
SOCI 375	Theories and Patterns of Ethnic Relations	July 2 – August 18	$2,500.00
SOCI 421	Criminology	July 2 – August 18	$2,500.00
SOCI 499	Sociology of Sport	July 2 – August 18	$2,500.00

Requirement:
PhD or equivalent is preferred, 3 – 5 years' University level teaching experience in subject area. Published articles or national journals would be an asset.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada

These are term positions (3 – 6 weeks). **Deadline:** March 1, 1992

For further information on specific course details contact:

The Special Sessions Office
Faculty of Continuing Education
The University of Calgary
2500 University Drive N.W.
Calgary, Alberta T2N 1N4
Telephone: (403) 220-4991

THE UNIVERSITY OF CALGARY

employment equity program; women especially are encouraged to apply. Send inquiries or applications, with curriculum vitae and names of three referees to Dr. Chris R. Barnes, Director, School of Earth and Ocean Sciences, University of Victoria, P.O. Box 1700, Victoria, British Columbia V8W 2Y2, Canada. Deadline for application is January 31, 1992, or until the positions are filled

ECONOMICS

ST. THOMAS MORE COLLEGE, UNIVERSITY OF SASKATCHEWAN, invites applications for a tenure-track appointment in economics at the Assistant Professor level commencing on July 1, 1992. Candidates should have the Ph.D. in hand or firmly expected by July 1992, and show promise in research and teaching. The area of specialization is open. Salary is competitive and is negotiable in accordance with qualifications and experience. This position is open to both men and women and, in accordance with Canadian immigration requirements is directed to Canadian citizens and permanent residents. Applications, including a curriculum vitae, transcript of academic record and three letters of reference should be sent to Kevin Corrigan, Dean, Department of Economics, St. Thomas More College, 1437 College Drive, Saskatoon, Saskatchewan, S7N 0W0. Closing date for applications is February 15, 1992. St. Thomas More College is a Catholic College federated, i.e., academically integrated, with the University of Saskatchewan.

THE UNIVERSITY OF MANITOBA: The **Department of Economics,** University of Manitoba invites applications at the level of Assistant Professor, for a three-year term appointment in the area of Environmental Economics and the Economics of Sustainable Development beginning July 1, 1992. Applicants are expected to have a Ph.D. in Economics with a strong theoretical and policy orientation and a commitment to research and teaching at the undergraduate and graduate levels. A successful applicant who has not completed the Ph.D. may be appointed as a Lecturer. The successful applicant will be expected to develop a program of courses in Environmental Economics, the Economics of Sustainable Development, and Ecological Economics and to take advantage of the presence of the international Institute for Sustainable Development in Winnipeg and the Natural Resources Institute at the University of Manitoba. Sustainable development has been designated as a priority area at the University of Manitoba. The position will involve a normal teaching load within the Department of Economics. Starting salary will be competitive, but not less than $34,882 per annum ($27,191 for a Lecturer). The University of Manitoba encourages applications for qualified women and men, including visible minorities, aboriginal people, and persons with disabilities. The University offers a smoke-free work environment, save for specially designated areas. Priority consideration will be given to Canadian citizens and permanent residents. Applications with curriculum vitae and the names and addresses of three referees should be sent by January 31, 1992 to the Chair, Search Committee for Economics, Faculty of Arts, The University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

UNIVERSITY OF TORONTO: Assistant Professors of Economics - positions subject to budgetary approval. Tenure Track Appointments. While appointments may be made in any field, field preferences include Economic Theory, Econometrics, Industrial Organization, International Economics, Public Finance, Labour Economics, and Quantitative Economic History. Ph.D. degree or equivalent with solid training in economic theory and applied econometrics, as well as in the field of specialization required. Appointments effective July 1, 1992; salaries commensurate with qualifications. Interested candidates should write by January 31, 1992, providing a Curriculum Vitae and the names of three referees to: G.J. Anderson, Chairman, Department of Economics, 150 St. George Street, University of Toronto, Toronto, Ontario M5S 1A1, Canada. In accordance with Canadian immigration requirements, first preference will be given to Canadian citizens and permanent residents. The University of Toronto encourages both women and men to apply for positions.

UNIVERSITY OF REGINA. The **Department of Economics** invites applications for a tenure stream or term position at the Lecturer/Assistant Professor level. This appointment, which is subject to budgetary approval, will commence on July 1, 1992. Applicants from all fields will be considered. Teaching interests in the fields of public sector economics, development, trade, and resources will be an asset. Applicants must have a Ph.D. (or near completion). Applicants should submit their curriculum vitae and transcript, and arrange for the forwarding of three letters of reference to: Professor O. da Vleger, Dean of Arts, University of Regina, Regina, Saskatchewan, S4S 0A2 Canada. Closing date for applications is March 31, 1992 or until position filled. The University of Regina is committed to employment equity. We encourage applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

THE UNIVERSITY OF CALGARY Department of Economics invites applications for an Assistant or Associate Professor (tenure-track) effective July 1, 1992. Area of specialization are not of decisive importance; outstanding candidates in any area are encouraged to apply. Applicants for Assistant Professor should have a PhD in Economics, or expect to complete by July 1992, show promise in research and be able to teach effectively at the undergraduate and graduate level. Applicants for Associate Professor must have a PhD in Economics, a record of significant scholarly research and demonstrated superior teaching effectiveness at both the graduate and undergraduate level. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an Employment Equity Program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabilities. The University offers a Dual Career Assistance Program for spouses. Applicants should send a curriculum vitae and the names of three referees before January 31, 1992 to: Dr. R.N. McRae, Head, Department of Economics, The University of Calgary, 2500 University Drive N.W., Calgary, Alberta T2N 1N4.

UNIVERSITY OF NEW BRUNSWICK: The Department of Economics, University of New Brunswick, Fredericton, invites applications for tenure-track positions in microeconomic theory and public sector economics, subject to budgetary aporoval. Duties will include teaching at the undergraduate and graduate (M.A.) level and research in a department of 16 members. Candidates should have a Ph.D. completed or near completion. Applications with curriculum vitae and names and addresses of three referees should be sent to V.A. Dickson, Economics, U.N.B., P.O. Box 4400, Fredericton, N.B., E3B 5A3. The Department expects to be represented at the Canadian Economics Employment Exchange. In accordance with Canadian immigration regulations, preference will be given to citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity.

WILFRID LAURIER UNIVERSITY. Department of Economics. Applications are invited for tenure-track and limited-term appointments beginning July 1, 1992. Strong candidates in all areas will be considered. For one of the tenure-track positions preference will be given to the areas of applied microeconomics and/or quantitative methods. The qualifications for all positions are a Ph.D. completed or near completion and teaching and research ability. Duties include teaching at the undergraduate level and research. Wilfrid Laurier University encourages applications from all qualified women and men, including aboriginal Canadians, persons with disabilities, and members of visible minorities. The University provides a supportive work environment. In accordance with Canadian immigration requirements, this advertisement is directed to the first instance to Canadian citizens and permanent residents. Applications with curriculum vitae and names of three references should be sent to Dr. Frank Milward, Chair Department of Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5.

UNIVERSITY OF SASKATCHEWAN: Assistant, Associate, or Full Professor of Economics. Two tenurable positions are available and all fields of specialization will be considered. One appointment may be filled at the Associate or Full Professor rank. Candidates for the rank of Assistant Professor should have the Ph.D. in hand or firmly expected by July 1992, and show promise in research and teaching. Candidates for the rank of Professor or Associate Professor should have a record of significant scholarly research and a commitment to teaching excellence at both the graduate and undergraduate level. Appointment is effective 1 July 1992; salary is commensurate with qualifications. Interested candidates should send their c.v. and transcripts, and arrange to have three letters of reference sent to: Professor R.F. Lucas, Head, Department of Economics, University of Saskatchewan, Saskatoon, Saskatchewan, Canada S7N 0W0. These positions have been cleared for advertising at the two-tier level. Accordingly, applications are invited from qualified individuals regardless of their immigration status in Canada. Applications close when the position is filled, but in any case not before 31 January 1992. The University of Saskatchewan is committed to the principles of employment equity.

EDUCATION

UNIVERSITY OF VICTORIA: Faculty of Education, Department of Arts in Education. Applications are invited for a tenure-track position in ART EDUCATION at the Assistant or Associate Rank commencing July 1, 1992. Candidates should possess an advanced degree in art education, be a practising artist, and have several years of successful elementary school teaching experience. Duties will include teaching introductory elementary art methods and general art education courses, in addition to supervising student teachers and graduate students. In accordance with Canadian immigration requirements, preference will be given to Canadian citizens and permanent residents of Canada. The University of Victoria is committed to an employment equity program. Women are particularly encouraged to apply. Letters of application, a complete curriculum vitae, a folio of work, and names of three referees should be sent by February 28, 1992 to: Dr. R.G. McIntosh, Chair, Department of Arts in Education, Faculty of Education, University of Victoria, P.O. Box 3010, Victoria, B.C. V8W 3N4

UNIVERSITY OF ALBERTA: Department of Educational Foundations - Summer Session Position, 1992. The Department of Educational Foundations, Faculty of Education, University of Alberta is inviting applications for the position of Professor ($6,410) or Associate Professor ($5,210) to teach a six-week graduate course in Sociology of Education. The course will be offered July 2nd, 1992 - August 14, 1992. The course title is "Classroom Analysis: The British Experience". The applicant must have experience in sociological analysis of the classroom, be familiar with recent research in Britain and have a background of successful teaching experience. Closing date is January 31st, 1992. Applications accompanied by a curriculum vitae and three letters of reference should be sent to: Dr. M. Kazim Bacchus, Chair, Department of Educational Foundations, 5-109 Education North Building, University of Alberta, Edmonton, Alberta, T6G 2G5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

UNIVERSITY OF ALBERTA, Department of Educational Foundations, Summer Session Position. The Department of Educational Foundations, Faculty of Education, University of Alberta is inviting applications for the position of Professor ($6,410) or Associate Professor ($5,210) to teach a six-week graduate course in international education. The course will be offered July 2nd - August 14th, 1992. The title of the course is "Current Trends in Soviet Education". The applicant must be familiar with the theory and practice of Soviet education from 1917 to present. In addition, for comparative purposes the applicant must be familiar with the educational practices of countries with heterogeneous populations and official multicultural policies i.e. Canada, Great Britain and Australia. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Applications accompanied by a curriculum vitae and three letters of reference should be sent to: Dr. M.K. Bacchus, Chair, Department of Educational Foundations, 5-109 Education North, University of Alberta, Edmonton, Alberta, T6G 2G5, by January 31, 1992. The University is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities, and women.

UNIVERSITY OF VICTORIA, Faculty of Education, Department of Curriculum & Social Foundations: Applications are invited for a tenure-track position in English/Language Arts at the Assistant or Associate Professor rank, duties to begin on July 1, 1992. Candidates must have an earned doctorate and public school teaching experience. The position requires knowledge of the domain of English language education, particularly in early childhood education or English as a second language, and instructional expertise in that field as well as a clearly-defined area of research activity. The candidate must be competent to teach both undergraduate and graduate courses as well as supervise graduate students. Content offered will be at the primary and possibly intermediate levels of the curriculum. The position will also require the ability to supervise student teachers at these levels. In accordance with Canadian immigration requirements, preference will be given to Canadian citizens and permanent residents of Canada. The University of Victoria is committed to an employment equity program. Women are particularly encouraged to apply. Letters of application, a complete curriculum vitae, a folio of work, and names of three referees should be sent by February 28, 1992 to: Dr. R.G. McIntosh, Chair, Department of Arts in Education, Faculty of Education, University of Victoria, P.O. Box 3010, Victoria, B.C. V8W 3N4

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UNIVERSITY OF ALBERTA, Department of Educational Foundations, Faculty of Education. University of Alberta is inviting applications for the position of Associate Professor ($6,410) or Associate Professor ($5,210) to teach a six-week graduate course in international education. The course will be offered July 2nd - August 14th, 1992. The title of the course is "Current Trends in Soviet Education". The applicant must be familiar with the theory and practice of Soviet education from 1917 to present. In addition, for comparative purposes the applicant must be familiar with the educational practices of countries with heterogeneous populations and official multicultural policies i.e. Canada, Great Britain and Australia. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Applications accompanied by a curriculum vitae and three letters of reference should be sent to: Dr. M.K. Bacchus, Chair, Department of Educational Foundations, 5-109 Education North, University of Alberta, Edmonton, Alberta, T6G 2G5, by January 31, 1992. The University is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

UNIVERSITY OF VICTORIA, Faculty of Education, Department of Social and Natural Sciences: The Department of Social and Natural Sciences wishes to make a Tenure Appointment in elementary science education. The majority of the teaching responsibility will be in the undergraduate program. Potential candidates should have a Ph.D. or Ed.D. (science education), teaching experience and active research agenda. Academic science education background should contain earth-space science or physical science, and learning theory. Background in computer application in the elementary classroom is desirable. Research agenda in teaching/learning from a cognitive science perspective would be an asset. Primary or early intermediate teaching experience is highly desired. Effective date of appointment will be July, 1992. In accordance with Canadian immigration requirements, preference is given to Canadian citizens and permanent residents of Canada. The University of Victoria is committed to an employment equity program. Women are particularly encouraged to apply. Applications, which should include curriculum vitae, names of three referees and official transcripts of university course work, should be sent by February 15, 1992 to: Dr. I.K. Burbank, Chair, Department of Social and Natural Sciences, Faculty of Education, University of Victoria, P.O. Box 3010, Victoria, B.C. V8W 3N4

UNIVERSITY OF ALBERTA: Drama Education. Applications are invited by the Department of Secondary Education, University of Alberta for a position in Drama Education. The position will be at the Assistant Professor level with a current salary range of $36,955 to $55,755 and an appointment date of July 1, 1992 (subject to confirmation of funding). Duties will include undergraduate and graduate teaching in curriculum and instruction courses in drama education and general curriculum studies, working with field personnel and students in practicum programs, and graduate student supervision at the Masters and doctoral levels. The successful candidate will be expected to pursue a program of research and related scholarly activities. Applicants must have teaching experience in the secondary schools and a recognized teaching certificate. A doctorate or near completion in the field of drama education is required. Applications, including a current curriculum vitae and the names of three referees, should be submitted by February 28, 1992, to Dr. G.G. Jacknicke, Chair, Department of Secondary Education, 341 Education South, University of Alberta, Edmonton, Alberta T6G 2G5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

UNIVERSITY OF ALBERTA: Second Languages Education. Applications are invited by the Department of Secondary Education, University of Alberta for a position in Second Languages Education. The position will be at the Assistant Professor level with a current salary range of $36,955 to $55,755 and an appointment date of September 1, 1992 (subject to confirmation of funding). Duties will include undergraduate and graduate teaching in curriculum and instruction courses in second languages education and general curriculum studies, working with field personnel and students in practicum programs, and graduate student supervision at the Masters and doctoral levels. The successful candidate will be expected to pursue a program of research and related scholarly activities. Applicants must have teaching experience in the secondary schools and a recognized teaching certificate. A doctorate or near completion in the field of second languages education and proficiency in a second language are required. Multi-cultural experience would be an asset. Applications, including a current curriculum vitae and the names of three referees, should be submitted by February 28, 1992, to Dr. G.G. Jacknicke, Chair, Department of Secondary Education, 341 Education South, University of Alberta, Edmonton, Alberta T6G 2G5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

UNIVERSITY OF VICTORIA, Faculty of Education, School of Physical Education: The University of Victoria wishes to announce that applications are now being accepted for two Assistant Professor tenure-track positions in the School of Physical Education. The Appointments will be effective July 1st, 1992 and will be in the areas of Leisure Studies and Teacher Education. The successful candidates will be expected to contribute at the graduate and undergraduate levels. General Qualifications - Doctoral degree preferred. Leisure Studies position - Experience in the leisure studies field and university teaching experience in courses such as: Canadian recreation delivery systems, leadership methods, program planning and administration of leisure services will be an asset. Teacher Education position - Teaching experience at the elementary and/or secondary school level, experience in supervising student teachers, university teaching experience in elementary and/or secondary school teaching methods, and research in the area of teaching effectiveness will be an asset. In accordance with Canadian immigration requirements, preference is given to Canadian citizens and permanent residents of Canada. The University of Victoria is committed to an employment equity program. Women are particularly encouraged to apply. Applications, including a curriculum vitae, and the names of three referees should be submitted by January 31, 1992 to: Dr. David Docherty, Director, School of Physical Education, University of Victoria, P.O. Box 3015, Victoria, B.C. V8W 3P1; Phone: (604) 721-8375; Fax: (604) 721-8956

UNIVERSITY OF VICTORIA, Faculty of Education, Department of Social and Natural Sciences: The Department of Social and Natural Sciences wishes to make a Tenure Appointment in elementary science education. The majority of the teaching responsibility will be in the undergraduate program. Potential candidates should have a Ph.D. or Ed.D. (science education), teaching experience and active research agenda. Academic science education background should contain earth-space science or physical science, and learning theory. Background in computer application in the elementary classroom is desirable. Research agenda in teaching/learning from a cognitive science perspective would be an asset. Primary or early intermediate teaching experience is highly desired. Effective date of appointment will be July, 1992. In accordance with Canadian immigration requirements, preference is given to Canadian citizens and permanent residents of Canada. The University of Victoria is committed to an employment equity program. Women are particularly encouraged to apply. Applications, which should include curriculum vitae, names of three referees and official transcripts of university course work, should be sent by February 15, 1992 to: Dr. I.K. Burbank, Chair, Department of Social and Natural Sciences, Faculty of Education, University of Victoria, P.O. Box 3010, Victoria, B.C. V8W 3N4

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UNIVERSITY OF WINNIPEG. The Bachelor of Education Program at The University of Winnipeg invites applications for three tenure-stream positions at the assistant or associate professor level. Candidates must possess expertise in one or more of the following areas: psychology of learning, special needs, tests and measurements, educational research methods, the teaching of reading, the teaching of writing, the teaching of oral/aural skills, mathematics education, and science education. Special consideration will also be given to candidates with expertise in pedagogy and teacher education program development. Applicants should hold a Ph.D. and have relevant teaching experience and publications. Teaching at the elementary or secondary level as well as at university is an asset. Duties will include teaching undergraduates in the B.Ed. program, working with practitioners and maintaining an active research program. Applications including a curriculum vitae and the names of three referees should be forwarded to: Dr. Annabelle Mays, Director of Education, The University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9 in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Closing date for applications is February 1, 1992. These positions are subject to budgetary approval.

BROCK UNIVERSITY: Faculty of Education, Pre-Service Department, Science/Environmental Education. Applications are invited for a probationary tenure-stream appointment in the area of elementary (K-10) science and environmental education. Preferred candidates will possess a doctorate or equivalent with professional and academic background in science and outdoor/environmental education. Successful elementary classroom teaching experience in essential. In addition, the successful candidate requires a knowledge of classroom processes, methodology and elementary curriculum and is expected to supervise and counsel pre-service student teachers. The successful candidate should be prepared to participate in an active research program, be able to supervise and supervise graduate students on theses and projects and be involved in in-service teacher education programs. Rank and Salary: While preference will be given to appointments at the Assistant Professor level, rank and salary will be commensurate with qualifications and experience. Date of Appointment July 1, 1992. Position subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women candidates are especially encouraged to apply. Smoking at Brock University is strictly controlled. Applications including a curriculum vitae and the names of three or more referees should be forwarded by January 31, 1992 to: Dr. R. Terrance Bosk, Dean, Faculty of Education, Brock University, St. Catharines, Ontario L2S 3A1.

BROCK UNIVERSITY: Faculty of Education, Pre-Service Department, Instructional Methods (Elementary). Applicabons are invited for a probationary tenure-stream position in the area of elementary (K-10) instructional methodology. Preferred candidates will possess a doctorate or equivalent with professional and academic background in instructional methodology and heve had successful elementary teaching experience. Since the course content is the base for practice teaching and semar study the successful candidate will be expected to collaborate with other pre-service faculty on course contant and structure. The successful candidate also requires a background in elementary curriculum and classroom processes and is expected to supervise pre-service students. The successful candidate should be prepared to participale in an active rasearch program, be able to advise and supervise graduate students on their the-

L'Université de Moncton sollicite des candidatures au poste de

Doyenne ou doyen de la Faculté des sciences de l'éducation

La Faculté des sciences de l'éducation compte près de 50 professeures et professeurs répartis dans quatre départements et une École d'éducation physique et de loisir. Elle offre des programmes de 1er et 2e cycles incluant plusieurs programmes à temps partiel. Elle compte un Centre de recherche, un Centre de ressources pédagogiques et un Service de stages.

La candidate ou le candidat devra diriger un important travail de planification en tenant compte des réalités changeantes au ministère de l'Éducation, des projets de changement dans les modèles de formation à la Faculté et de l'augmentation phénoménale du nombre d'étudiantes et d'étudiants.

Sous l'autorité immédiate du vice-recteur à l'enseignement et à la recherche, la personne titulaire de ce poste assure le fonctionnement scolaire et administratif de la Faculté. Présidente du Conseil de la Faculté, cette personne dirige le personnel enseignant, guide la Faculté dans l'établissement des priorités en tenant compte des implications budgétaires, analyse et fait connaître les besoins de la Faculté, travaille au maintien de la qualité et coordonne les activités d'enseignement et de recherche du corps professoral. Elle représente la Faculté au Sénat universitaire ainsi que dans plusieurs comités de l'Université et auprès d'organismes extérieurs.

La candidate ou le candidat doit posséder un doctorat, préférablement en éducation. Les titulaires d'une maîtrise ayant une expérience substantielle en éducation peuvent également poser leur candidature. Ces personnes doivent faire preuve de leadership et avoir un style participatif. Elles doivent maîtriser la langue française tant orale qu'écrite. De plus, une expérience dans l'enseignement universitaire, la recherche ou l'administration sera considérée un atout.

L'entrée en fonction aura lieu **le 1er juillet 1992** pour un mandat régulier de cinq ans se terminant le 30 juin 1997. Les candidatures seront étudiées à compter du 28 février 1992. Les personnes intéressées sont priées de soumettre un curriculum vitae détaillé, un dossier professionnel complet et les noms de trois répondants à **M. Guy Savoie, directeur, affaires professorales, Université de Moncton, Moncton (Nouveau-Brunswick) E1A 3E9.**

La personne actuellement en poste peut également soumettre sa candidature pour renouvellement de mandat.

Cette offre s'adresse également aux femmes et aux hommes et, conformément aux exigences relatives à l'immigration au Canada, le poste est offert aux citoyennes et aux citoyens canadiens de même qu'aux résidentes et aux résidents permanents seulement.

UNIVERSITÉ DE MONCTON

Dean, Faculty of Management
University of Toronto

The University of Toronto is seeking a Dean for its Faculty of Management. Located in the heart of Toronto's business community, the Faculty is committed to the effective delivery of management education programs of high quality and to the pursuit of scholarship and research.

The Faculty offers full- and part-time MBAs, one of the leading Executive MBAs in Canada, an innovative graduate program in accounting, and a large and active doctorol program. It olso participotes in undergroduate commerce education and offers executive progroms throughout the year.

With the support of the business community, the University has identified a new building for the Faculty as its top capitol priority. The Dean will work with partners in the University and the business community towards achieving the Faculty's potential as a leading North American management school. The successful candidate will have strong leadership and management abilities, and be skilled in dealing with university affairs and in representing the University and the Faculty to business.

The appointment is to be effective July 1, 1992, and is renewable. The University of Toronto is committed to the principle of equity in employment. Non-Canadian candidates will be considered, although, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. In order to discuss this challenging position further, please reply in strict confidence to the address shown at left.

The LANDMARK Consulting Group Inc.

155 University Avenue
Suite 206
Toronto, Ontario M5H 3B7
Fax (416) 359-1882

ses and projects and be involved in in-service teacher education programs.
Rank and Salary: While preference will be given to appointments at the Assistant Professor level, rank and salary will be commensurate with qualifications and experience. Date of Appointment July 1, 1992. Position subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women candidates are especially encouraged to apply. Smoking at Brock University is strictly controlled. Applications including a curriculum vitae and the names of three or more referees should be forwarded by January 31, 1992 to: Dr. R. Terrance Boak, Dean, Faculty of Education, Brock University, St. Catharines, Ontario L2S 3A1

UNIVERSITY OF MANITOBA: Applications are invited for a tenure track position at the Assistant Professor rank in the area of Educational Drama in the Department of Curriculum: Humanities and Social Sciences, Faculty of Education. The successful candidate will become part of an early years curriculum and instruction team. Candidates should have a strong background in the role of drama and play in learning and child development, additional qualifications in English/Language Arts Education, a completed or near completed doctoral degree in the teaching of Educational Drama, successful teaching experience with young children, and demonstrated competence in university teaching and scholarship. Responsibilities include teaching undergraduate and graduate courses, supervision of student teaching, advising graduate students, working with classroom teachers, contributing to a program of research, scholarship and creative work, and appropriate service both within the Faculty and the larger professional community. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities. The University offers a smoke-free work environment, save for specially designated areas. Priority consideration will be given to Canadian citizens and permanent residents. Letter of application, complete with curriculum vitae and the names and addresses of three referees should be forwarded to: Dr. John Seymour, Department of Curriculum: Humanities and Social Sciences, Faculty of Education, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. The closing date for applications is March 2, 1992 or until position is filled. The position will become available August 1, 1992.

CONCORDIA UNIVERSITY: The Department of Education of Concordia University invites applications for a tenure-track position in Educational Technology at the rank of Assistant Professor. Candidates for the position are expected to have research and teaching experience in one or more of the following areas: computer-aided learning, (including intelligent tutoring systems, multi media applications, etc.); distance education, human resources development; instructional design; educational needs and evaluational systems. A letter of application, a curriculum vitae and the names of three referees should be sent to: Dr. Robert M Bernard, Department of Education, Concordia University, Montreal, Quebec H3G 1M8. Deadline: March 15, 1992. Concordia University is committed to employment equity. All things being equal, women candidates will be given preference. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

THE UNIVERSITY OF AUCKLAND, NEW ZEALAND: Two Lectureships, Department of Education (Vacancy UAC.99). Applications are sought for two Lectureships in Education. Candidates should have appropriate advanced academic qualifications (a PhD or equivalent), good teaching and research interests, and experience in the history of education or the philosophy of education. Additionally, experience in any of the following areas would be particularly valuable: sociology of education, educational policy, feminist theory, curriculum. There is a possibility of one appointment being made at senior lecturership level, for an exceptionally well qualified applicant. All applicants for Vacancy UAC.78 will automatically be considered for these positions. Commencing salary will be established within the range $NZ37,440 - $NZ49,088 per annum (Lecturer); or $NZ52,000 - $NZ70,944 per annum (Senior Lecturer). Conditions of Appointment and Method of Application are available from the Assistant Registrar, Academic Appointments, University of Auckland, Private Bag, Auckland, to whom applications should be forwarded by 28 February 1992. Please quote Vacancy Number UAC.99 in all correspondence. The University of Auckland - An Equal Employment Opportunity Employer.

EDUCATIONAL PSYCHOLOGY

McGILL UNIVERSITY - Department of Educational Psychology and Counselling: The Department of Educational Psychology and Counselling invites applications to a tenure-track position as Assistant Professor in educational psychology to begin September 1, 1992 (pending budgetary approval). We are seeking a candidate with a strong commitment to teaching as well as to research. The areas of specialization of most interest to us are: (1) applied developmental psychology, and/or (2) giftedness/gifted education. The language of instruction and administration at McGill is English, although a knowledge of French is an asset. The base salary for an assistant professor for 1992-93 is $38,740. McGill is an equal-opportunity employer. In accordance with Canadian immigration regulations, priority consideration must be given to Canadian citizens and permanent residents of Canada. Cover letters, curriculum vitae, sample publications of thesis excerpts, and at least three letters of reference (concerning research and teaching) should be postmarked no later than January 31, 1992 and addressed to: Professor Stephen Repagna, Chair, Department of Educational Psychology and Counseling, Faculty of Education, McGill University, 3700 McTavish Street, Montreal, Quebec, Canada H3A 1Y2; (514) 398-4260; FAX (514) 398-6968.

ENGINEERING

UNIVERSITY OF TORONTO, Department of Mechanical Engineering: The Department of Mechanical Engineering at the University of Toronto invites applications for academic tenure stream positions in the Thermal Sciences, Fluid Sciences, and Manufacturing at the rank of Assistant Professor. Applicants should include in their response a detailed curriculum vitae, a clear statement of their specific teaching and research interests, and the names of three persons able to provide references in support of their application. Letters of application should be addressed to: Professor D. McCammond, Chairman, Department of Mechanical Engineering, University of Toronto, 5 King's College Road, Toronto, Ontario, Canada M5S 1A4. The closing date, for all applications to be received is February 28th, 1992. In accordance with Canadian immigration requirements, priority will be given to applications from Canadian citizens and permanent residents. The University of Toronto encourages both women and men to apply for these positions.

UNIVERSITY OF ALBERTA: Department of Chemical Engineering. The Department of Chemical Engineering has a research associate opening for a chemical engineer to develop catalytic processes for selective oxidation of propylene to acrolein and acrylic acid. Qualifications required: (1) PhD degree in material science or chemical engineering; (2) Minimum five years Research and Development experience in heterogeneous catalysis, preferably metal catalysis; (3) Experience in catalyst characterization techniques, i.e. chemisorption, XRD, EM, AEM, XPS, ISS, IR and ESR. Salary: minimum $30,000/year. In accordance with Canadian immigration requirements, this advertisement is directed to citizens and permanent residents of Canada. Send resume and three letters of reference to: Dr. K.T. Chuang, Dept. of Chemical Engineering, University of Alberta, Edmonton, Alberta, T6G 2G6, by January 31, 1992. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, members of visible minorities and women.

UNIVERSITY OF WINDSOR: The Department of Mechanical Engineering invites applications for a tenure track position at the Assistant Professor level. The position, subject to final budgetary approval, will be effective July 1, 1992. Duties include graduate and undergraduate teaching, and development of research programs at the M.A.Sc. and Ph.D. levels within the Department of Mechanical Engineering in the Manufacturing Automation and Machine Dynamics area. A doctoral degree in Mechanical Engineering is required and eligibility for registration in the Association of Professional Engineers of Ontario is highly desirable. The University of Windsor is committed to equity in employment and female candidates are especially encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae and the names of three referees by February 28, 1992 to: Dr. N. Wilson, Head, Department of Mechanical Engineering, University of Windsor, Windsor, Ontario N9B 3P4.

UNIVERSITY OF VICTORIA: Department of Mechanical Engineering - Thermo Fluid Sciences. Applications are invited for a tenure-track position at the Assistant or Associate Professor rank in the area of Thermo Fluid Sciences. The successful candidate will have a Ph.D or equivalent qualification and will be expected to contribute to teaching and research activities in the department. Our Department has about twenty faculty members, fifty Masters and Doctoral students and almost two hundred undergraduates in a four year co-op program. Current research activities, supported by grants and contracts, include advanced manufacturing, energy and cryofluid systems, robotics, image processing, computational and experimental fluid/solid mechanics. The city of Victoria is situated on the southern tip of Vancouver Island and is well known for its temperate climate, beautiful gardens and access to extraordinary outdoor life. The city also has diverse cultural and recreational amenities. The University of Victoria has an enrollment of about 14,000 students. The department of Mechanical Engineering having started in 1987 has grown rapidly and a second new building, accommodating additional engineering laboratories is planned for completion by 1994. The successful candidate will have a solid background in experimental and/or computational thermo fluid sciences. Specialization in one or more of the following areas will be considered an asset: micro fluid mechanics, transport phenomena in material processing, cooling of micro electronic devices and flows with phase change. Interested applicants are encouraged to submit their curriculum vitae along with the names and addresses of three referees before January 31, 1992, to Dr. B. Tabarok, Chair, Department of Mechanical Engineering, University of Victoria, Victoria, B.C. Canada V8W 3P6. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Women are particularly encouraged to apply.

ROYAL MILITARY COLLEGE OF CANADA: Teaching Position in Mechanical Engineering. Assistant Professor. 2. PhD or the equivalent in mechanical engineering. 3. Teach undergraduate courses in descriptive geometry, computer aided graphics (including CAD) and engineering materials. Additional teaching duties in the candidate's area of expertise. A mastery of the English language is essential for this position and a candidate with a knowledge of French will be at an advantage. The candidate is expected to become a productive member of one of the department's research groups working in the areas of: combustion, engine performance, electro-optics, heat transfer, propulsion, vehicle and structural dynamics, tribology, composite materials, and robotics. Salary according to qualifications and experience. 5. Apply to: Dr. R.J. Ferguson, Department of Mechanical Engineering, Royal Military College of Canada, Kingston, Ontario, K7K 5L0. 6. The Royal Military College of Canada is a co-educational establishment and this position is offered equally to women and to men. In conformity with Canada's immigration policy, this position is offered to Canadian citizens, in the first instance, and to landed immigrants and Permanent residents, in the second instance. 7. Effective: July 1992. 8. Deadline: 15 March 1992. 9. On peut obtenir une version française de cette annonce pour un poste où une maîtrise de l'anglais est essentielle en s'adressant à: M.N. Gauthier, Adjoint au recteur, Royal Military College of Canada, Kingston (Ontario) K7K 5L0.

THE UNIVERSITY OF BRITISH COLUMBIA, Department of Mechanical Engineering. University of British Columbia, has an opening for a Senior Research Associate, in the area of Computational Fluid Dynamics. The applicant should have a Ph.D. related to the field. The position involves administration of a large research group, interaction with other researchers and supervision of several graduate students. The applicant must have excellent English communication skills. Salary will be commensurate with qualifications and experience. Please send applications to: Dr. M. Sakuraban, Department of Mechanical Engineering, University of British Columbia, Room 2054, 2324 Main Mall, Vancouver, B.C. V6T 1Z4.

CARLETON UNIVERSITY, Department of Civil Engineering, Faculty Position in Environmental Engineering. The Department of Civil Engineering at Carleton University has recently introduced a new four year undergraduate degree program leading to the Bachelor of Engineering in Environmental Engineering. The admission of first year students to this program will commence in Fall 1992. Applications are invited from individuals with an outstanding record in Environmental Engineering for a tenure track faculty position at a senior level. The successful candidate for this position is expected to assume leadership and responsibility in planning the new program and for developing the required laboratory facilities. The successful applicant will have the opportunity to help in building a team of academics and is expected to provide leadership for the establishment of well co-ordinated research activities in the field of environmental engineering. The applicant must have a demonstrated record of research, leadership and professional activities and should possess a Ph.D. in Environmental Engineering or Civil Engineering with a recognized standing in any of the subspecialties in Environmental Engineering. The successful candidate will be expected to participate in the teaching and development of courses in Environmental Engineering, related areas of Civil Engineering and to assist the Department in the administrative functions. Membership or eligibility for membership in a Canadian Professional Engineering Association is preferred. Salary and rank will be commensurate with experience and qualifications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons. Interested persons from these groups are encouraged to apply. Candidates interested in this position should submit an application indicating educational background and research experience, enclose copies of recent research papers and professional reports, and provide the names and addresses of at least three referees. The deadline for applications is March 31, 1992, and the appointment will commence July 1, 1992. The applications should be send to: Professor J.L. Humar, Chair, Department of Civil Engineering, Carleton University, Ottawa, Ontario, Canada K1S 5B6.

THE UNIVERSITY OF WESTERN ONTARIO, Department of Electrical Engineering, invites applications for tenure track or limited duration positions at the assistant/associate professor level. A successful candidate will hold the degree of Ph.D. or equivalent, and have a strong commitment to excellence in teaching. The research interest may be in any area of electrical engineering, but preference will be given to communications, computer engineering, electrostatics, or power systems. Industrial experience is an asset. Duties will include the teaching of undergraduate and graduate students, supervision of graduate student research and pursuit of his/her own research; salary and rank will be commensurate with qualifications and experience, including curriculum vitae and the names of three referees should be sent to: Dr. G.S.P. Castle, Chairman, Department of Electrical Engineering, The University of Western Ontario, London, Ontario N6A 5B9, Canada. Positions are subject to budget approval. In accordance with Canadian immigration requirements, priority will be given to Canadian Citizens and Permanent Residents. The University is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

UNIVERSITY OF NEW BRUNSWICK: Subject to approval of funding, the Department of Civil Engineering at the University of New Brunswick has a tenure track position open in the field of Structural engineering which requires specialization in concrete, and prestressed concrete behaviour. A background knowledge of concrete material behaviour would be an asset. A PhD and evidence of research potential required. Teaching will be in the area of Mechanics and Concrete Design at the graduate and undergraduate levels. Salary and rank will be commensurate with experience and qualifications at the Assistant Professor level. Applicants, who may be male or female, must be eligible for registration as a professional engineer in the Province of New Brunswick. A detailed resume with the names of three referees should be sent to: Ralph M. Francis, P. Eng., Department of Civil Engineering, University of New Brunswick, P.O. Box 4400, Fredericton, N.B., E3B 5A3; Tel: (506) 453-4561; FAX: (506) 453-3568. The effective date of the appointment is July 1st, 1992. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is dedicated to employment equity.

THE UNIVERSITY OF AUCKLAND, NEW ZEALAND: A Lectureship in Civil Engineering (Geotechnical Construction Teaching, Department of Civil Engineering, School of Engineering (Vacancy UAC.109). (Limited-Term Appointment - Two Years). Applicants must hold an advanced qualification in Civil Engineering with recent experience of employment in a managerial or project, ideally with project or construction management as that experience. A post-graduate management qualification is desirable. The person appointed will be required to teach in the overall teaching of Management/Construction Teaching, and also contribute to other teaching areas, particularly those in the early years of the BE course. The initiation of research programmes in an appropriate area of expertise will also be expected. Commencing salary will be established within the range $NZ37,440 - $NZ49,088 per annum. Conditions of Appointment and Method of Application are available from the Assistant Registrar, Academic Appointments, University of Auckland, Private Bag, Auckland, to whom applications should be forwarded by 10 February 1992. Please quote Vacancy Number UAC.109 in all correspondence. The University of Auckland - An Equal Employment Opportunity Employer.

THE UNIVERSITY OF AUCKLAND, NEW ZEALAND: Lectureship (In Manufacturing or Control and Vibrations), Department of Mechanical Engineering, School of Engineering (Vacancy UAC.108). The Department of Mechanical Engineering has strong groups with research covering a wide range of manufacturing systems, biomechanics, yachting, wind engineering, alternative energy sources, composite materials, metal forming, dynamics and control of mechanical systems. Applications are sought for a Lectureship, preferably either in manufacturing systems or in the area of dynamics, vibrations and control. Applicants should have a post-graduate qualification and additional research or industrial experience. The successful applicant should demonstrate the ability to work as a member of a research team and would be expected to join the appropriate research group. Additionally, the applicant would be expected to contribute to undergraduate teaching, to develop and strengthen links with industry in New Zealand, to initiate research programmes and to supervise graduate student research. The Manufacturing Systems Research Group has programmes in CIM, CAD/CAM, robotics, artificial intelligence, production simulation and flexible manufacturing. There are a large number of post-graduate students in the Group pursuing projects in collaboration with local industry. The Dynamics and Control Group has research interests in microprocessor control systems, expert systems, vibrations and structural dynamics, well equipped facilities and an active post-graduate enrolment. Commencing salary will be established within the range $NZ37,440 - $NZ49,088 per annum. Conditions of Appointment and Method of Application are available from the Assistant Registrar, Academic Appointments, University of Auckland, Private Bag, Auckland, to whom applications should be forwarded by 10 February 1992. Please quote Vacancy Number UAC.108 in all correspondence. The University of Auckland - An Equal Employment Opportunity Employer.

THE UNIVERSITY OF WATERLOO. The Department of Electrical & Computer Engineering at the University of Waterloo is seeking candidates for appointment to a tenure track faculty position in the semiconductor devices and integrated circuits area. The level of the appointment and salary will be commensurate with the qualifications of the candidate. The candidate must have a doctoral degree and a strong commitment to research and teaching. It is the intention of the University of Waterloo to fill its vacancies with research oriented individuals including women, members of visible minorities, aboriginal peoples, and persons with disabilities.

UNIVERSITY OF WATERLOO. The Department of Electrical & Computer Engineering at the University of Waterloo is seeking candidates for appointment to a tenure track faculty position in the semiconductor devices and integrated circuits area. The level of the appointment and salary will be commensurate with the qualifications of the candidate. The candidate must have a doctoral degree and a strong commitment to research and teaching. It is the intention of the University of Waterloo to fill its vacancies with research oriented individuals including women, members of visible minorities, aboriginal peoples, and persons with disabilities.

Dr. R.H. MacPhie, Chair, Faculty Search Committee, Department of Electrical & Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

ENGINEERING SEISMOLOGY

QUEEN'S UNIVERSITY, Research Seismologists: Two research associates are required immediately for the study of rockbursts and seismicity in mines. The

Laurentian University / **Université Laurentienne**

Faculty of Professional Schools

APPLICATIONS ARE SOUGHT FROM QUALIFIED PERSONS FOR THE FOLLOWING FACULTY POSITIONS WHICH BEGIN JULY 1, 1992. APPLICATIONS SHOULD BE ADDRESSED TO:

DR. PIERRE ROBERGE
DEAN OF THE FACULTY OF PROFESSIONAL SCHOOLS
LAURENTIAN UNIVERSITY
RAMSEY LAKE ROAD
SUDBURY, ONTARIO, P3E 2C6

Deadline for submission of applications is March 1, 1992.

ENGLISH LANGUAGE POSITIONS

School of Social Work (Native Human Services Program)
Tenure-track position. To teach in an honors undergraduate degree programme, conduct scholarly research, do field work supervision, and work in close collaboration with local First Nation Communities. Ph.D. or Master's degree with experience. Minimum of three years experience on Native communities is required; Native language is an asset. Applications are invited from women, aboriginal people, persons with disabilities and racial minorities.

School of Human Movement
Sessional position. Teach in some of the following courses: Tests and Measurements, Sport Sociology, Fitness and Lifestyle Consulting, Human Fitness and Lifestyle in the Corporate Setting, Perspectives of Physical Education and Sport, Activities. Ph.D. preferred.

School of Commerce and Administration
Two positions. Human Resource Management. Policy/General Management. Successful candidates will have strong research and teaching abilities, and an interest in teaching in both undergraduate and graduate courses. Ph.D. in hand or near completion is required.*

IN CONFORMANCE WITH THE REQUIREMENTS OF IMMIGRATION CANADA, PRIORITY WILL BE GIVEN TO CANADIAN CITIZENS AND PERMANENT RESIDENTS. BILINGUAL CANDIDATES PREFERRED.

LAURENTIAN UNIVERSITY HAS AN EMPLOYMENT EQUITY POLICY. THIS ADVERTISEMENT IS DIRECTED EQUALLY TO WOMEN AND MEN.

** Positions subject to budgetary approval*

NOUS RECHERCHONS DES CANDIDATURES DE PERSONNES QUALIFIÉES POUR LES POSTES SUIVANTS : LES CONTRATS DÉBUTERONT DU 1 JUILLET 1992. FAIRE PARVENIR LES CANDIDATURES À :

M. PIERRE ROBERGE
DOYEN DE LA FACULTÉ DES ÉCOLES PROFESSIONNELLES
UNIVERSITÉ LAURENTIENNE
CHEMIN DU LAC RAMSEY
SUDBURY, ONTARIO, P3E 2C6

Le date limite est 1 mars, 1992.

POSTES FRANCAIS

École de commerce et d'administration
**Un poste en comptabilité/vérification menant à la permenence. Minimum de maîtrise avec expérience, doit détenir un titre comptable. Doctorat préféré.*

École des sciences infirmières
Un poste menant à te permenence et un poste à durée limitée, spécialiste dans divers domaines. Une maîtrise en sciences infirmières est requise, un docforat est préféré.*

École de l'activité physique
Deux postes menant à la permanence (dont un est sujet à approbation budgétaire).
1) Devra enseigner les cours suivants: biomécanique I et II, ergonomie, conditionnement physique at style de vie, et une activité pratique.
2) Devra enseigner en français une combinelson à déterminer parmi les cours suivants: sociologie du sport, philosophie du sport, psychologie du sport, aspects historiques et comparetifs de l'éducefion, perspectives de l'éducation physique et du sport, principes administrelifs.
Ph.D. ou équivalent requis. Avoir fait preuve d'efiludes à le recherche scientifique par ta publication d'articles dans dee revues scientifiques et/ou professionnelles.

École des sciences de l'éducation
Deux postes menant à te permenence (dont un sujet à approbation budgétaire), un à durée limitée. Enseignement au B.A. avec concentration en éducation, à la formation initiale et continue ainsi qu'au programme de maitrise en education, supervision de steges prefiques, recherches et publications, administration et service à la collectivité. Docforat ou meitrise en éducation ou dans un domaine connexa au champ d'élude, dossier actif de recherche et publications, expérience pretique en milieu scofaire. Une connaissance du système d'éducation de l'Ontario et de ses programmes sera un atout.

CONFORMÉMENT AUX EXIGENCES PRESCRITES EN MATIERE D'IMMIGRATION AU CANAOA, LA PRIORITÉ SERA ACCORDÉE AUX CITOYENS CANADIENS ET AUX RESIDENTS PERMANENTS.

L'UNIVERSITÉ LAURENTIENNE APPLIQUE UNE POLITIQUE D'ÉQUITÉ DANS L'EMPLOI. CE POSTE EST OFFERT ÉGALEMENT AUX FEMMES ET AUX HOMMES.

**Sujet à l'approbation budgétaire*

The University of Calgary

CHAIR IN WIRELESS COMMUNICATIONS

The University of Calgary Department of Electrical and Computer Engineering invites applications for an industry-supported Chair in Wireless Communications. This is a tenure-track position and involves a half teaching load with major research work to be done in conjunction with the Telecommunications Research Laboratories (TRLabs). TRLabs is a research consortium involving The University of Calgary, the University of Alberta, AGT Limited, Bell Northern Research, LSI Logic, Optical Equipment Corporation, Edmonton Telephones and NovAtel.

Chair candidates should have a proven track record in leadership, teaching and research in wireless communications. Discipline of particular interest are channel characterization, simulation and modelling; r.f. device, circuit and subsystem design; modulation, coding and equalization; and wireless systems access, traffic, architectures and protocols. Specialization in signal processing is also of key interest.

The successful candidate will be expected to build a research team and a strong program in wireless communications. The University of Calgary Department of Electrical and Computer Engineering currently has eight professors in these and closely related fields.

The establishment of this Chair is contingent on approval of complementary financial assistance from the Natural Sciences and Engineering Research Council (NSERC).

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada, but other qualified candidates are encouraged to apply. The University of Calgary has an Employment Equity Program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabilities. The University offers a Dual Career Assistance Program for spouses

Applicants should send a curriculum vitae, a statement concerning teaching and research interests and a list of three references to:

Head, Department of Electrical
and Computer Engineering
The University of Calgary
2500 University Drive N.W.
Calgary, Alberta
T2N 1N4

THE UNIVERSITY OF CALGARY

ROM

Assistant or Associate Curator Department of Entomology
Systematics of Aquatic Insects

We are seeking applications for an aquatic insect systematist with an interest in developing a museum-based research program preferably in Trichoptera. Qualifications include a Ph.D. in systematic entomology; proven research capability with demonstrated achievement in publication in that field; experience in field work and collection development; communication skills; and willingness to participate in a graduate studies program through cross-appointment to the University of Toronto.

For more detailed information please write or fax your request to: Cheryl McClellan, Human Resources, Royal Ontario Museum, 100 Queen's Park, Toronto, Ont., M5S 2C6; fax (416) 586-5863. Candidates will be asked to submit a c.v., a letter of current and intended professional goals, copies of 5 publications, and the names of three professional references prior to February 1, 1992.

In accordance with Canadian immigration requirements, preference will be given to Canadian citizens and permanent residents.

positions are sponsored by the Canadian Mining Industry through the Mining Research Directorate and by Natural Sciences and Engineering Research Council of Canada. Applications are invited for research work in the following two areas: 1. Near field strong ground motion (in collaboration with Dr. A. McGarr, United States Geological Survey); 2. Source Parameter Scaling in the moment magnitude range -4 to +4 and seismic energy release investigations (in collaboration with the Seismology Group of the Geophysics Division, Geological Survey of Canada and the Rockburst Group, Canada Centre for Mineral and Energy Technology). Several multi-component, multi-channel seismic arrays are operational at mine sites in Canada and data are available for detailed source mechanism investigations. The Engineering Seismology and Rock Physics Research Group is comprised of five Ph.D. graduate students, five full-time research assistants and five post-doctoral fellows and associates. The research group is headed by Dr. R.P. Young, Professor, Department of Geological Sciences. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity programme and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities, and visible minorities. Candidates with a Ph.D. degree and a minimum of three years relevant experience in the field of source mechanics should apply. Salary to be negotiated, commensurate with experience. Health benefits package. The positions are initially for two years but may be renewed. Interested persons should send a letter of application, curriculum vitae and the names of three referees to: Dr. R. Paul Young, Department of Geological Sciences, Queen's University, Kingston, Ontario, Canada K7L 3N6; Tel: (613) 545-6171; Fax: (613) 545-6512, within one month of this advertisement.

ENGLISH

MEMORIAL UNIVERSITY OF NEWFOUNDLAND - SIR WILFRED GRENFELL COLLEGE: English Language and Literature. Sir Wilfred Grenfell College invites applications for three one-year sabbatical replacement positions. Candidates must be prepared to teach first-year English as well as courses in the third and/or fourth year. One or two of the appointments will require sufficient expertise in dramatic literature to teach Introductory world drama and Shakespeare at least. Preference will be given to candidates holding a Ph.D. or equivalent and teaching experience at the University level. Salary and rank dependent upon qualifications and experience in accordance with the Collective Agreement. Sir Wilfred Grenfell College teaches the first two years of Memorial University's Arts and Science curriculum and offers a Bachelor of Fine Arts degree. Planning is underway for the expansion to four-year degree granting status in Arts and Science. The College is located in Newfoundland's west coast city of Corner Brook with excellent recreational and cultural facilities and a population of 30,000. A letter of application with Curriculum Vitae, the names of three referees should be sent to: Professor E.J.F. Hodgett, Vice-Principal, Memorial University of Newfoundland, Sir Wilfred Grenfell College, Corner Brook, NF, A2H 6P9. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

ST. THOMAS MORE COLLEGE: The Department of English at St. Thomas More College invites applications for a tenure-stream position at the rank of Assistant Professor to begin July 1, 1992 in one of the following areas: Medieval, Restoration, Romantic, or Nineteenth-Century American Literature. St. Thomas More College is a Catholic college federated with the University of Saskatchewan. It is also the home of The Chesterton Review; an interest in Chesterton and his circle or in assisting with editing The Chesterton Review would therefore be an asset. Applicants should send a curriculum vitae, transcripts, and three letters of reference to Dr. Darlene Kelly, Head, Department of English, St. Thomas More College, 1437 College Drive, Saskatoon, Sask. S7N 0W6. This ad is directed in the first instance to Canadian citizens and permanent residents of Canada.

THE KING'S COLLEGE, a Christian liberal arts college offering 3-year B.A. and B.Sc. degrees, is inviting applications from women and men for a full-time tenure track vacancy in English. This position involves teaching introductory English literature and other undergraduate courses in 16th and 17th century including Shakespeare and Milton. A side interest in Canadian literature would also be desirable. Teaching load is moderate and research is expected. A Ph.D. is required as well as agreement with the College's Christian Statement of Faith. Starting Date: July 1, 1992. Application deadline: January 31, 1992. Send application letter, curriculum vitae, copies of transcripts and three letters of reference to: Dr. S. Keith Ward, Vice-President Academic, The King's College, Dept. 401, 10766 - 97 St., Edmonton, AB T5H 2M1; (403) 428-0727. The King's College is an equal opportunity employer, but in accordance with Canadian Employment and Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND: Contractual Appointments in English. Applications are invited for a number of limited 8- or 12-month leave replacements (subject to budgetary approval) to commence September 1, 1992. Candidates should have a doctoral degree or equivalent, and some teaching experience. Any field of specialisation will be considered, but the following are particularly sought: Rhetoric, Language, and Theatre/Drama. Duties will include the teaching of first-year English as well as senior courses. Applicants should provide transcripts and three letters of reference. Please address any enquiries, documents by February 15, 1992 to: Dr. E.R. Epperly, Head, Department of English Language and Literature, Memorial University of Newfoundland, St. John's Newfoundland A1C 5S7. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND: The Department of English Language and Literature invites applications for up to four tenure-track positions preferably at the assistant professor level. Subject to budgetary approval, the positions would begin 1 September 1992. We are looking for candidates in the following areas and combinations of areas: American Literature, Introductory morphology and syntax of English, ESL, Nineteenth-Century literature (with interest in at least two of British, Canadian, American or drama courses), advanced composition, and rhetoric. The teaching load is normally will be a regular part of work load. Candidates should have a completed Ph.D. (or near completion) and strong evidence of excellence and potential in teaching and research. Applicants should send a letter, a c.v., a writing sample, and the name of three referees (who have been requested to send letters) to Dr. Elizabeth R. Epperly, Head, Department of English, Arts Building, Memorial University, St. John's, Newfoundland, A1C 5S7 by 31 January 1992. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

CONCORDIA UNIVERSITY: The Department of English invites applications for a 10-month (Aug. 1, 1992 to May 31, 1993) limited term substitute replacement position for an accomplished playwright to teach three playwriting workshops (two introductory and one advanced) at a maximum salary of $36,740. Teaching experience is an asset. Interested individuals should forward a letter of application and a detailed curriculum vitae to: Dr. Gerald Auchinachie, Chair, Department of English, Concordia University, 7141 Sherbrooke St. W., Montreal, Quebec H4B 1R6. The deadline for applications is January 30, 1992. In accordance with Canadian immigration requirements, this announcement is directed in the first instance to Canadian citizens and permanent residents. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates shall be given priority.

THE UNIVERSITY OF CALGARY Department of English invites applications for a tenure-track position (rank open) effective July 1, 1992. Candidates should have a completed PhD and a strong publication and teaching record in Canadian literature, preferably in a post-colonial context. Experience as a supervisor of graduate students should be demonstrated. Rank and salary commensurate with qualifications and experience. The University of Calgary has an Employment Equity Program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities and people with disabilities. The University has a Dual Career Assistance Program for spouses. Applicants should send a curriculum vitae, samples of published work, and arrange to have three letters of reference sent before March 15, 1992 to: Professor I.W. Adam, Head, Department of English, The University of Calgary, 2500 University Drive N.W., Calgary, Alberta, Canada, T2N 1N4.

EXTENSION

UNIVERSITY OF SASKATCHEWAN: Extension Division, Instructional Designer. Minimum of a master's degree in instructional technology, continuing education, or a related field, with graduate work in instructional design and relevant professional experience. Working knowledge of and experience with processes of instructional design, including specification of objectives, learner analysis, task/content analysis, lesson design and layout, and student evaluation. Excellent interpersonal and communication skills are essential. Familiarity with distance education course design and delivery is an asset, as is facility with word processing and basic desktop publishing. Nature of Duties: Work with university-based and other subject-matter experts to produce university-level credit courses in a variety of subjects, particularly agriculture. Courses are primarily print based, but may contain components of video, audio, and/or other specialized distance education delivery methods. Salary: $34,380 to 45,118. Send application including curriculum vitae to: Dr. E.R. Misanchuk, Acting Director, Instructional Design, Extension Division, Room 111 Kirk Hall, University of Saskatchewan, Sasketoon, SK S7N 0W0. Effective Date of Appointment: July 1, 1992 or as soon as a successful candidate is chosen. Closing Date for Receipt of applications: February 3, 1992. The University of Saskatchewan is committed to the policy of employment for women, aboriginal people, visible minorities, and disabled persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

FINANCE

THE UNIVERSITY OF ALBERTA - Applications are invited for full-time tenure-track positions in finance in all ranks. PhD or equivalent required, or candidate should be at the completion stage of degree. Salary and rank depend on qualifications; salaries are competitive. Candidates should have a strong commitment to excellence in teaching and research. Competition closes February 15, 1992. Send resume to: Glen A. Mumey, Chair, Department of Finance and Management Science, Faculty of Business, University of Alberta, Edmonton, Alberta, Canada, T6G 2R6. The University of Alberta is committed to a policy of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

FINE ARTS

UNIVERSITY OF WATERLOO: The Department of Fine Arts, University of Waterloo, invites applications for a tenure track position in studio art, effective July 1, 1992 for a three year tenure track term. An M.F.A. is preferred along with a strong exhibition record and teaching experience. Candidates will be expected to teach foundation courses. Candidates with a wide area of expertise including such areas as printmaking and sculpture are encouraged to apply. This appointment will be at the Assistant Professor level. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.' Applicants should send a curriculum vitae, 20 recent slides, and arrange for three letters of reference to Professor Don MacKay, Chair, Department of Fine Arts, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be received until March 1, 1992. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

FRENCH

UNIVERSITY OF SASKATCNEWAN: Le **Département de lrençais de** l'Université de la Sasl<atchewan invite des candidatures au poste de profe\seur(e) adjoint(e), pouvant conduire à la permanence. Ce poste est en littérature et civilisation québécoises et canadiennes-françaises. Qualifications: doctoral, mais les candidat(e)s au doctorat à compléter avant 1994 seront jugés sur leur compétence dans la recherche. Les cours à assigner dépendront de la spécialisation des candidat(e)s, mais comprendront des cours de langue. Les postulant(e)s sont invités à envoyer leur curriculum vitae et relevés des notes, et à demander à trois répondants d'envoyer des lettres de recommandation directement au professeur David Bond, Directeur par intérim, French Department, University of Saskatchewan, Saskatoon, S7N 0W0. Entrée en cours: le 31 janvier 1992. Conlormément aux exigences en matière d'immigration au Canada, la priorité sera accordée aux citoyen(ne)s canedien(ne)s et résident(e)s permanent(e)s. L'Université de la Saskatchewan applique un programme d'accès à l'égalité.

UNIVERSITY OF SASKATCNEWAN: Applications are invited for a tenure-track appointment at the Assistant Professor level, to be made for July 1, 1992. This position is in Québécois and French-Canadian studies, literature and civilization. ABDs may complete their PhDs by demonstrating their research potential, but doctorate must be completed by 1994. Teaching assignments will depend on the candidate's background, but will include teaching language courses. Applicants should send a curriculum vitae and transcripts, and ask three referees to write directly to Professor David Bond, Acting Head, Department of French, University of Saskatchewan, Saskatoon, S7N 0W0. Deadline: 31 January 1992. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Saskatchewan is committed to the principles of employment equity.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND - SIR WILFRED GRENFELL COLLEGE: Sir Wilfred Grenfell College invites applications for a one-year sabbatical replacement position beginning September 1, 1992 (subject to budgetery approval). Emphasis is on excellence in teaching. Native or near native fluency in French is required. A Ph.D. is preferred but ell candidates will be considered. Rank and salary dependent on qualifications and experience in accordance with the Collective Agreement. Sir Wilfred Grenfell College teaches the first two years of Memorial University's Arts and Science curriculum and offers e Bachelor of Fine Arts degree. Planning is underway for the expansion to four-year degree granting status in Arts and Science. The College is located in Newfoundland's west coast city of Corner Brook with excellent recieational and cultural facilities and a population of 30,000. A letter of application with Curriculum Vitae, the names of three references should be sent to: Professor E.J.F. Hodgett, Vice-Pnncipal, Memonel University of Newfoundland, Sir Wilfred Grenfell College, Corner Brook, NF, A2H 6P9. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITE TRENT. La section d'études françaises du département des langues et littératures modernes de l'université Trent, à Peterborough, Onterio, sollicite des candidatures à un poste contractuel de neut mois, sous réserve de ratification budgétaire, en études québécoises. Enseignement: au niveau du premier cycle, des cours de littérature et de civilisation québécoises, et des cours de langue. Exigences: doctorat en cours, recherche, publications et aptitudes à l'enseignement. La préférence sera accordée aux candidat(e)s eyant déjà enseigné au niveau universitaire des cours de littérature et de civilisation québécoises. Conditions: Rang et traitement à discution expérience et convention collective. Entrée en fonction: septembre 1992 à mai 1993, date limite pour les candidatures: le 28 février 1992. Conformément aux exigences de l'immigration canadienne, la priorité sera accordée aux citoyens canadiens et aux résidents permanents. L'Université Trent a une politique d'équité en matière d'emploi. Les candidat(e)s sont prié(e)s d'envoyer un curriculum vitae, quelques extraits de leurs publications et de faire parvenir directement, avant le 28 février, 1992, trois lettres d'appréciation à: A.E. Franklin, Directeur, Section d'études françaises, Trent University, Peterborough, Ontario K9J 7B8.

UNIVERSITÉ McGILL: Le Centre d'enseignement du français et de l'anglais de la faculté des arts est à la recherche d'un(e) professeur(e) de français langue seconda. Fonctions: enseignement au 1er cycle et développement de matériel de techniques pédagogiques. Exigences: maîtrise en didactique des langues ou dans un domaine connexe; expérience et compétence dans l'enseignement de la langue; aptitude et intérêt pour le développement de matériel et de techniques pédagogiques. Entrée en fonction: 1er septembre 1992, sous réserve de l'approbation du budget. L'équité dans l'emploi est une politique de l'Université. En conformité avec les exigences de l'immigration canadienne, cet avis de concours s'adresse aux citoyens canadiens et aux résidents permanents. **Les personnes intéressées** doivent faire parvenir, au plus tard le 31 janvier 1992, leur curriculum vitae, une copie de leurs diplômes et trois lettres de recommandation à la directrice, Cécile Fay-Bault, Centre d'enseignement du français et de l'anglais, 550, rue Sherbrooke ouest, Tour ouest, Bureau 1550, Montréal, Québec, H3A1B9.

CARLETON UNIVERSITY - Department of French. Subject to budgetary approval, the Department of French at Carleton University invites applications for one permanent-stream position at the level of Instructor, beginning July 1, 1992. Qualifications include an M.A. in French (preferably in second language didactics) or in applied linguistics, experience in teaching French as a second language at the university level, expertise in various pedagogical approaches, interest and experience in the development of courses based on parameters such as group dynamics, sociolinguistics, computer-assisted learning, for example. Relevant research and publications an asset. The position involves the teaching of French as a second language at various levels. Deadline for applications: February 17, 1992. A curriculum vitae, including the names of three referees, should be sent to S. Robinson, Chair, Department of French, Carleton University, Ottawa, Dntario K1S 5B6, telephone (613) 788-2168. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for woman, aboriginel peoples, visible minorities, and disabled persons. Interested persons from these groups are encouraged to apply.

UNIVERSITÉ CARLETON - Département de français. Sous réserve d'approbation budgétaire, le département d'études françaises de l'Université Carleton sollicite des candidatures à un poste d'instructor menant à ta permanence. Date d'entrée en fonction: *le 1er juillet 1992*. Exigences: maîtrise en français (de préférence en didectique des tangues secondes) ou en linguistique appliquée, expérience dans l'enseignement du français au niveau universitaire, maîtrise des diverses approches pédagogiques, intérêt et expérience dans le développement de cours en fonction de paramètres tels que: dynamique de groupe, sociolinguistique, apprentissage assisté par ordinateur, par exemple. Recherches et publications pertinentes un atout. Le poste comporte l'enseignement du français langue seconde à divers niveaux. Date limite de candidature: le 17 février 1992. Prière d'envoyer un curriculum vitae, ainsi que les noms de trois répondants, à S. Robinson, Directeur, Département d'études française, Université Carleton, Ottawa, Ontario K1S 5B6; téléphone (613) 788-2168. Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse an premier lieu aux citoyens canadiens et aux résidents permanents. L'Université Carleton assura l'égalité des chances d'emploi aux femmes, aux autochtones, aux membres de minorités visibles et aux personnes handicapées. Les personnes appartenant à ces groupes sont encouragées à poser leur candidature.

GEOGRAPHY

BISNDP'S UNIVERSITY: The Department of Geography at Bishop's University invites applications for a one-year temporary position in Human Geography commencing on July 1, 1992. The position may be renewable up to three years. Candidates should hold a Ph.D. in Geography and must have teaching experience. Rank and salary will be commensurate with qualifications. The successful candidate will be expected to teach three undergraduate courses in both semesters at introductory and advanced levels, and to have research interests appropriate to a small undergraduate institution. Areas of teaching competence should include man/environment relations, cultural geography, political geography and particular regional or methodological specializations. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Applicants should submit a recent C.V. and arrange for three letters of reference to be sent, by February 14, 1992 to: Dr. C.G. Rose, Dean, Social Sciences, Bishop's University, Lennoxville, Quebec, J1M 1Z7.

BRANDON UNIVERSITY: Term Appointment in the Department of Geography. Applications are invited for a three year Term Appointment with possible renewal, commencing August or September 1992. The position is subject to University approval. Qualifications: Ph.D. degree preferred, teaching and research experience desired. Duties: A variety of course options are open: World Regional Geography is required, but additional course options may be chosen from the broad fields of human and cultural geography particularly as they relate to economic and/or rural activity. A regional speciality is preferred and working knowledge of GIS would be a positive factor. Salary: Rank and Salary according to qualifications and experience (92-93 Assistant Professor salary range: $34,978 - $54,303). Send letter of application and curriculum vitae and arrange for three letters of reference to be sent to the address below. In accordance with Canadian immigration requirements Canadian citizens and permenent residents will be given priority. Brandon University is committed to an equal employment program - both women and men are invited to apply. Deadline for applications is February 3rd, 1992. Apply: Dr. John C. Everitt, Chairman, Department of Geography, Brandon University, Brandon, Manitoba, Canada, R7A 6A9; Telephone: (204) 727-9766; Fax: (204) 726-4573.

ATHABASCA UNIVERSITY - Human Geography/Environmental Studies: Athabasca University invites applications for a tenure-track position in Human geography/environmental studies. The appointment will be at the assistant professor level and will be effective July 1, 1992. This position will be of interest to scholars in the fields of human geography or environmental studies with interests in urban geography, the Canadian North, or planning. Qualifications include e Ph.D. evidence of teaching proficiency and evidence of research potential. Experience in adult education/distance education would be an asset. The successful applicant will be responsible for developing, revising, and delivering undergraduate geography and environmental studies courses within the social sciences, as well as pursuing an active research program. Athabasca University is committed to employment equity. The University encourages applications from women and aboriginal persons, disabled persons and members of visible minorities. Applicants with interdisciplinary experience and critical and/or feminist perspectives will be favourably considered. In accordance with Canadian Immigration Department regulations, this advertisement is directed to Canadian citizens and permenent residents. Athabasca University is an open university specializing in distance educa-

Vice-Principal

Bishop's University is a largely residential university of approximately 1,700 full-time and 800 part-time students in the liberal arts tradition with English as the language of instruction. It is located in Quebec's Eastern Townships about 160 kilometres east of Montreal.

The university has recently created the position of Vice-Principal and invites applications for this post. The Vice-Principal will be responsible for stimulating research activities of the university, improving the spirit of co-operation between the Faculty and the Administration, providing leadership in the innovation and enhancement of academic programs, further developing exchange programs and finally for making the university more viable and present in the community in which it operates. The Vice-Principal will also assume the responsibilities of the Principal in his absence.

The successful candidate will possess a doctoral degree and will be able to work in French and in English. Teaching experience and research accomplishments at the university level are also key requirements.

Interested and qualified candidates should send a curriculum vitae in complete confidence to:

Johan Mady
Egon Zehnder International Inc.
1 Place Ville Marie, Suite 3310
Montreal, Quebec H3B 3N2
Telephone: (514) 876-4249
Fax: (514) 866-0853

OR

Office of the Principal
Bishop's University
Lennoxville, Quebec
J1M 1Z7
Telephone: (819) 822-9611
Fax: (819) 822-9661

BISHOP'S UNIVERSITY

DIRECTOR

CENTRE for STUDIES in RELIGION and SOCIETY
University of Victoria
Victoria, British Columbia, Canada

The University of Victoria invites applications for the position of Director of the *Centre for Studies in Religion and Society*, the appointment to begin 1 July 1992 for a term not exceeding five years. The Director will hold a tenurable appointment in an academic department or programme, and during the term of the Directorship will be expected to teach part-time.

Applicants should have distinguished records in publishing and teaching; administrative experience, interdisciplinary interests and knowledge of the social aspects of religious issues will be regarded as assets. Rank: Senior Associate Professor or Professor.

The *Centre for Studies in Religion and Society* is a new research centre committed to promoting **dialogue** and **pluralism** through scholarly cross-cultural studies of religions in relation to the sciences, ethics and other aspects of culture. The **Director** will administer the *Centre* and its programmes, plan and initiate new activities.

The University of Victoria has approximately 13,000 undergraduate students, 1,600 graduate students and 600 faculty in the Faculties of Arts and Science, Education, Law, Engineering, Fine Arts, Human and Social Development and Graduate Studies.

Applicants are requested to send a letter of application and *curriculum vitae*, and arrange for four academic referees to send letters of reference, directly to the Search Committee by 28 February 1992, the closing date for applications. Please address all correspondence to **Dr. Edward Berry, Dean of Humanities and Chair, CSRS Search Committee, University of Victoria, P.O. Box 3045, Victoria, B.C., Canada, V8W 3P4; Telephone: (604) 721-7063; Fax: (604) 721-7059.**

Canadian immigration regulations require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. Women are particularly encouraged to apply. The University of Victoria is committed to equity in employment.

UVIC UNIVERSITY OF VICTORIA

tion. Athabasca's proximity to Edmonton gives its residents the advantages of country living while still having access to a modern urban centre located 90 minutes away. Applicants should forward a letter of application and curriculum vitae and arrange for three referees to forward letters of reference directly to: Michael T. Balaski, Human Resources, Athabasca University, Box 10,000, Athabasca, Alberta, T0G 2R0. The closing date for applications is March 31, 1992

THE UNIVERSITY OF LETHBRIDGE, Faculty of Arts and Science, Department of Geography. 1. Title: Assistant Professor. Term position subject to extension (Higher level appointment may be considered). 2. Qualifications: PhD., strong teaching and research accomplishment or potential. The position is for an Archaeologist with specialization in North American archaeology and in particular the Great Plains. The candidate should have a secondary specialization in another topical field or geographical area. The candidate should be able to teach courses in these areas as well as in Archaeological Method and Theory. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University aspires to hire individuals who have demonstrated potential for excellence in teaching, research and scholarship. Women and men are encouraged to apply for this position. 3. Responsibilities: The successful applicant will be expected to teach a range of courses at all levels of the department's curriculum. These include introductory as well as senior-level courses. In addition, the applicant will be expected to establish and conduct a competitive research program in his/her field. 4. Salary (1991-92): Assistant Professor $36,450 minimum. 5. Applications: Applications, including a current curriculum vitae, a brief outline of research interest, and three letters of reference, should be sent to: Dr. R. Barendregt, Chair, Department of Geography, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. 6. Effective Date: 01 July 1992 7. Closing Date: 31 January 1992

WILFRID LAURIER UNIVERSITY, WATERLOO, ONTARIO, CANADA, N2L 3C5. The Department of Geography invites applications for sabbatical replacement positions. Candidates should be able to teach one of the following sets of courses: Introductory Geography (Human and Physical)/Resources (Hazards, Energy, Physical) and Cultural/Historical. Starting date July 1, 1992. Candidates are expected to teach at the undergraduate and graduate level and should have a Ph.D. at the time of appointment. Deadline for applications is February 28, 1992. These positions are subject to final budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Wilfrid Laurier University welcomes applications from all qualified women and men. The University provides a smoke-free work environment. Please send curriculum vitae with the names of three referees to Dr. A. Hecht, Chair, Phone 519-884-1970, ext. 2608; FAX 519-886-9351.

CONCORDIA UNIVERSITY, MONTREAL, QUEBEC, CANADA H3G 1M8. A 10-month leave replacement position at the rank of Lecturer or Assistant Professor in Human Geography. The Geography Department at Concordia offers both B.A. and B.Sc. degrees in Geography, participates in a multi-disciplinary Urban Studies programme, includes a programme in Science and Human Affairs, and offers graduate degrees through the Inter-disciplinary Masters in Public Policy and Public Administration. Applicants should be able to teach large sections of introductory human geography, and at least one of the following: urban geography, Canadian regional geography, quantitative methods, the history of geographical thought. PhD preferred. In accordance with Canada's immigration requirements, priority will be given to Canadian citizens and permanent residents (landed immigrants) of Canada. Please submit a letter of application, curriculum vitae, and the names of three referees by March 1, 1992. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. Apply: David Frost, Chair, Department of Geography. Phone 514/848-2050

GEOLOGY

UNIVERSITY OF REGINA: The Department of Geology is seeking a faculty member for a tenure stream position at the Assistant Professor level. Applicants should have a background in at least two of the following fields: sedimentology, hydrogeology, Quaternary geology. Qualifications should include a Ph.D. in Geology and a strong commitment to undergraduate teaching as well as research. Teaching duties will be in the specialty areas, and introductory geology courses. Effective appointment date is July 1, 1992. Deadline for receipt of applications is March 1, 1992. Letters of application and curriculum vitae should be sent to: Dr. Donald M Kent, Professor and Head, Department of Geology, University of Regina, Regina, Saskatchewan, S4S 0A2; (306) 585-4677; Fax (306) 585-5205. The University of Regina is committed to employment equity. We encourage applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

GERMAN

UNIVERSITY OF NEW BRUNSWICK: Applications are invited for a probationary (tenure-track) position in German which is expected to start July 1, 1992. The appointment is subject to budgetary approval and will be at the assistant professor level. A completed Ph.D., native or near-native fluency, and demonstrated research potential are required. Experience in, and commitment to, teaching are essential. The Department offers undergraduate and graduate (MA) courses in German language, literature, linguistics and translation. The candidate will be responsible for teaching language courses at all levels, and literature courses in general, but an interest in earlier periods would be an asset. A curriculum vitae, copies of publications, and the names of three referees should be sent to Professor S. Dickson, Department of German and Russian, University of New Brunswick, P.O Box 4400, Fredericton, N.B., E3B 5A3, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity. Applications must be received by February 15, 1992

DALHOUSIE UNIVERSITY, Department of German. Applications are invited for one tenure track position, at the rank of Assistant Professor. The appointment is effective on July 1, 1992. Ph.D. required. Native or near-native fluency in oral and written German; ability to teach German language and literature at all levels; strong interest in the history of ideas; commitment to administration and research expected. Send CV and at least 3 letters of reference before Feb. 28, 1992 to Prof. H.-G. Schwarz, Chairman, Department of German, Dalhousie University, Halifax, Nova Scotia, B3H 3J5. In accordance with Canadian immigration requirements, the advertisement is directed in the first instance to Canadian citizens and permanent residents. Dalhousie University is an employment-equity affirmative action employer. The University encourages applications from qualified women, aboriginal peoples, visible minorities and persons with disabilities

HEALTH ECONOMICS

McMASTER UNIVERSITY: The Centre for Health Economics and Policy Analysis (CHEPA), McMaster University, is seeking a health economist for a full-time appointment in the Department of Clinical Epidemiology and Biostatistics, with associate membership in the Faculty of Business. CHEPA is a multi-disciplinary, university-wide centre that fosters research and educational activities in the area of health economics and health policy. It is housed in the Faculty of Health Sciences and draws its membership from the departments of Clinical Epidemiology and Biostatistics, Economics, Geography, Family Medicine and the Faculty of Business. A PhD or an equivalent background in health economics/health policy is required. Preference will be given to candidates with a background in applied micro-economic theory, quantitative techniques, or decision science. Candidates must have the ability to conduct independent original research in a multi-disciplinary environment, and to teach in graduate and post-professional programs in the Faculty of Health Sciences and the Faculty of Business. The position is at the rank of Assistant or Associate Professor, with salary dependent upon qualifications and experience. The position will be available July 1, 1992 and is to be filled no later than July 1, 1993. The position will be on a contract basis with the possibility of conversion to a non-contractual permanent position. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. McMaster University is committed to an employment equity programme. Applications should be directed to Dr. Jeremiah Hurley, Centre for Health Economics and Policy Analysis, Health Sciences Centre, McMaster University, 1200 Main Street West, Hamilton, Ontario, Canada L8N 3Z5. Deadline for applications is February 14, 1992.

HEALTH STUDIES

UNIVERSITY OF WATERLOO: The Department of Health Studies has a tenure-track opening for a social scientist with strong interests in population health and health promotion. Health Studies is an interdisciplinary department integrating biological and behavioural sciences in the study of disease prevention and health promotion. It has established B.Sc., M.Sc., and Ph.D. programs. Through the Centre for Applied Health Research, opportunities exist for the development of collaborative activities across the university and with external agencies. Applicants must have a Ph.D. or equivalent and a commitment to both research and teaching. While an appointment at the rank of Assistant Professor is anticipated, exceptional candidates will be considered at a more senior level. Expected starting date is July 1, 1992. Send Curriculum Vitae and three letters of reference by March 31, 1992 to Dr. Patricia Wainwright, Faculty Search Committee, Department of Health Studies, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada. The availability of this position is subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

HISTORY

UNIVERSITY OF SASKATCHEWAN: Applications are invited for a twelve-month term position, beginning July 1, 1992, in General and Western Canadian history. The position is to be filled at the assistant professor level. The Ph.D. degree is required; publications are desirable. Specialization in agricultural or labour history would be an asset. Interested persons should arrange to have three letters of reference sent and should themselves send their letter of application and c.v. to Dale Miquelon, Head, Department of History, University of Saskatchewan, Saskatoon, SK, S7N 0W0. Competition deadline: March 1, 1992. The University of Saskatchewan is committed to the principles of employment equity. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

McGILL UNIVERSITY: Applications are invited for a tenure track position (Budget permitting) at the Assistant Professor rank, in new-France/early Canada. A completed Ph.D. is required. The appointment will commence on 1 September, 1992. Applicants should send a curriculum vitae and have three referees send letters to: Professor Carman Miller, Chairman, Department of History, McGill University, 855 Sherbrooke Street West, Montreal, Quebec, H3A 2T7; Fax Number: 514-398-3594. Deadline: 1 March, 1992. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents

McGILL UNIVERSITY: Applications are invited for a tenure track position at the Assistant Professor rank, in post Confederation Canadian history. A completed Ph.D. is required. The appointment will commence on 1 September, 1992. Applicants should send a c.v. and have three referees send letters to: Professor Carman Miller, Chairman, Department of History, McGill University, 855 Sherbrooke Street West, Montreal, Quebec H3A 2T7; Fax Number: 514-398-3594. Deadline until filled. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

WILFRID LAURIER UNIVERSITY: The Department of History invites applications for a potential tenure track appointment, subject to budgetary approval, in early modern European history commencing July 1, 1992, at the rank of Assistant Professor. Applicants should be able to teach senior undergraduate and graduate courses in 16th-17th century Europe and have the capacity to teach undergraduate courses in Medieval history. Qualifications should include a Ph.D., teaching experience and some publications. Applicants should send their curriculum vitae, and arrange for three references to be sent to James Harkins, Chair, Department of History, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5 by 31 January 1992. Wilfrid Laurier is committed to positive action and encourages applications from women, members of visible minorities and the disabled. The University provides a smoke-free environment. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada.

McGILL UNIVERSITY: Applications are invited for the position of Director of East Asian Studies/Early. Medieval or pre-modern Chinese historian. Publications, teaching (graduate and undergraduate) and administrative experience required. An applicant must possess academic distinction, eligible for appointment as an Associate or Full Professor, and demonstrated teaching, research and administrative abilities. The candidate will be expected to develop an active teaching and research programme in the multidisciplinary Centre for East Asian Studies. Salary commensurate with rank and qualifications. Applicants are asked to send a c.v. and names of three referees to: Professor Carman Miller, Chair, Department of History, McGill University, 855 Sherbrooke Street West, Montreal, Quebec H3A 2T7; Fax Number: 514-398-3594. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Deadline: 1 February 1992

UNIVERSITY OF NEW BRUNSWICK: The Department of History of the University of New Brunswick invites applications for a tenure-track position at the rank of assistant professor in twentieth century U.S. history, effective July 1, 1992. This appointment is subject to final budgetary approval. Applicants must hold the Ph.D. and show promise of excellence in teaching and scholarly research. The position has been occupied by a specialist in American foreign policy, but applications are invited from all research specialties. Please send applications with curriculum vitae and three letters of recommendation to: Dr. T.W. Acheson, Chair, Department of History, University of New Brunswick, P.O. Box 4400, Fredericton, N.B., E3B 5A3. The deadline for applications is February 28, 1992. In accordence with Canadian immigration regulations this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of equal opportunity.

UNIVERSITY OF OTTAWA: 1. The Department of History of the University of Ottawa invites applications for a tenure track position in the History of the Middle Ages. The candidate should be capable of teaching undergraduate courses on the Renaissance and the Reformation. 2. Starting Date: January 1st, 1992. 3. Requirements: Ph.D., publications and teaching experience. The candidate will be required to teach in both French and English from the time of appointment. 4. Rank: Assistant Professor: Salary: commensurate with experience. 5. Applicants should submit a curriculum vitae and arrange for three letters of reference to be sent to Dr. Julian Gwyn, C. Phil., Secretary to the Search Committee, Department of History, University of Ottawa, Ottawa, Ontario, Canada, K1N 6N5. 6. Deadline for applications: January 31, 1992. Employment equity is University policy. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

UNIVERSITÉ D'OTTAWA: 1. Le département d'histoire de l'Université d'Ottawa annonce l'ouverture d'un poste menant à la permanence pour un spécialiste en Histoire du Moyen Age apte à enseigner la période de la Renaissance et de la Réforme. 2. Entrée en fonction: le 1er juillet 1992. 3 Exigences: doctorat, publications et expérience dans l'enseignement. Le candidat ou la candidate retenu(e) devra enseigner en français et en anglais dès son engagement. 4. Rang: professeur adjoint. Salaire selon l'expérience. 5. Prière de faire parvenir un curriculum vitae et trois lettres de recommandation à Julian Gwyn, D. Phil., Secrétaire du comité de sélection, Département d'histoire, Université d'Ottawa, Ottawa, Canada, K1N 6N5. 6. Date limite de réception des demandes: le 31 janvier 1992. L'Université d'Ottawa a une politique d'égalité en matière d'emploi. Conformément aux exigences prescrites en matière d'immigration au Canada, la priorité sera accordée aux citoyens canadiens et aux résidents permanents du Canada.

ITALIAN

THE UNIVERSITY OF CALGARY: Italian Language and Literature. Full-time term-certain (sessional) appointment from September 1, 1992 to April 30, 1993 (Sabbatical Replacement). Duties consist of teaching six half courses: Introductory to advanced language; modern dramatic literature. Salary $25,000 plus associated fringe benefits. Completed doctoral studies preferred; teaching experience mandatory. The University of Calgary has an Employment Equity Program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabilities. Applicants should send an application, curriculum vitae and the names of three referees to: Professor D.C. Walker, Head, Department of French, Italian and Spanish, The University of Calgary, 2500 University Drive, N.W., Calgary, Alberta, T2N 1N4. Deadline for applications is February 15, 1992.

JAPANESE

QUEEN'S UNIVERSITY IN KINGSTON, ONTARIO invites applications for two contract positions to teach Japanese language. The first is either for up to thirty months starting January 1, 1992 (applications by November 30, 1991) or, if not filled, then up to twenty-four months starting July 1, 1992 (applications by February 29, 1992). The position requires teaching introductory through advanced Japanese during the academic year and continuing the development of materials for an intensive course in Japanese to be offered starting in May, 1992. Instruction in the intensive summer course will also be required. The second position will be a short-term contract, of about one month, to instruct on the intensive summer course. Applicants for both positions should have appropriate training for teaching Japanese as a foreign language up to the advanced level. A minimum of a Master's degree in a relevant area is required. The starting annual contract rate will be $25K. In accordance with Canadian immigration requirements, priority consideration will be given to Canadian citizens and permanent residents. Queen's University has an employment equity programme and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities, and visible minorities. Pleas send c.v. and names of three references to: Wm. E. Mikas, Associate Dean, School of Business, Queen's University, Kingston, Ontario, Canada K7L 3N6; TEL: (613) 545-2306 or FAX: (613) 545-2013.

JOURNALISM

CARLETON UNIVERSITY. School of Journalism. Applications are invited for a tenure-track position at the Associate or

BRANDON UNIVERSITY

DEAN OF THE SCHOOL OF MUSIC

Applications and nominations are invited for the position of Dean of the School of Music. The appointment is normally for a five-year term and will be effective September 1, 1992.

Applicants or nominees must have a strong background in music, teaching, research and university administration. The successful candidate will be expected to provide dynamic and innovative leadership in these areas, as well as be able to motivate and work co-operatively with faculty, staff and students, within the School of Music and with other faculties and units on campus.

In accordance with Canada Immigration regulations this advertisement is directed primarily to Canadian citizens and permanent residents. Brandon University is an equal opportunity employer and both man and woman are encouraged to apply.

Nominations and applications with an up-to-date curriculum vitae and the names and addresses of three referees, should be forwarded by February 28, 1992 to:

Dr. C. Dennis Anderson
Presidant and Vice-Chancellor
Brandon University
Brandon, Manitoba
R7A 6A9

York University, Toronto, Canada

Faculty of Administrative Studies

Erivan Karl Haub Chair in Business and the Environment

Applications are invited for the position of first holder of the Erivan Karl Haub Chair in Business and the Environment.

Candidates should have a PhD degree, university teaching experience, and substantial research activity demonstrated by extensive publications pertaining to the relationship between business and the environment.

The successful candidate will be expected to provide leadership to the Faculty in education and research in this emerging area. Teaching will be at the graduate level to students enrolled in the MBA and PhD programs.

York University's Faculty of Administrative Studies is the largest graduate business school in Canada, offering programs leading to the MBA, MPA, International MBA, and PhD degrees, as well as the undergraduate BBA degree.

Appointment to this position is expected to be made effective July 1, 1992, or as soon thereafter as the successful candidate is available.

Applications should be forwarded to:

Professor James Gillies,
Faculty of Administrative Studies,
York University, North York, Ontario M3J 1P3.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equity, including affirmative action for women faculty.

University of Lethbridge

FIAT LUX

FACULTY OF MANAGEMENT

has full-time tenure-track positions available in Finance, Management Information Systems, Aboriginal Management and one term appointment for one year in Accounting to begin July 1, 1992 (pending budget approval).

The Faculty of Management at the University of Lethbridge is a dynamic and expanding Management program with a total of 48 academic staff and 250 students graduating each year. We are also leaders in management education for Canada's aboriginal peoples.

SUMMER SCHOOL 1992

Visiting professors are invited to teach in all fields *during the period May 4 - June 17 and/or during the period July 2 - Aug. 18*

Courses are scheduled in two 3-hour periods, two days each week. Stipend is $3016 (Cdn)/course/session, plus one return economy airfare (Y fare) and $75(Cdn) for incidental travel costs. Furnished 2-bedroom and 4 bedroom apartments are available on campus at reasonable rental rates.

Lethbridge offers low housing costs in a community of 60,000 people with excellent schools and recreational facilities. It is located 120 miles south of Calgary, and 70 miles from Glacier National Park in Montana or Waterton Lakes National Park in Alberta. Teaching summers at Lethbridge can be combined with an exceptional family vacation experience in Canada's Rocky Mountains.

The competition is open until all of the positions are filled.

Send letter of application immediately, accompanied by a curriculum vitae to:

Dr. George Lermer, Dean
Faculty of Management, The University of Lethbridge
4401 University Drive, Lethbridge, Alberta T1K 3M4

Phone: (403) 329-2633 Fax: (403) 329-2038

An Equal Opportunity Employer

A PhD or near-completion of a PhD is required for the tenure track positions.

Assistant Professor level commencing July 1, 1992, subject to budgetary approval. Candidates should have broad experience in reporting. Preference will be given to candidates who have demonstrated teaching and research interests in at least two of the School's principal areas, including print reporting, public affairs and media studies. A Ph.D. and teaching experience are preferred. Please submit a resume and names of three referees to: Peter Johansen, Acting Director, School of Journalism, Carleton University, Ottawa, Ontario K1S 5B6, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons. Interested persons from these groups are encouraged to apply. Deadline for applications is February 17, 1992.

KINESIOLOGY

UNIVERSITY OF WATERLOO: The **Department of Kinesiology** at the University of Waterloo invites applications for a tenure track position in the psychological and Behavioural Aspects of Motor Control. The appointment will be made at the Associate or Full Professor level. A PhD in Kinesiology or related discipline is required. The Department of Kinesiology is seeking candidates with a successfully funded research program which focuses on the control processes of human movement as it applies to skilled performance, learning, and/or the behavioural study of motor development. A strong appreciation of the relationship of cognition to these control processes is important. The successful candidate will be expected to teach both graduate and undergraduate courses and to work with a group that investigates human behaviour across a continuum from motor control to human behaviour as affected by the interactions between people. The Department has over 20 full-time faculty, 30,000 sq. ft. of laboratory space, and excellent like to several health-related research centres. Salary will be commensurate with rank and qualifications. Applications including a curriculum vitae and the names of three references, should be directed to Professor P.J. Bishop, Chair, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples and persons with disabilities. The effective appointment date is July 1, 1992. Applications will be accepted until the position is filled.

UNIVERSITY OF WINDSOR: The **Department of Kinesiology** at the University of Waterloo invites applications for a tenure-track position in the Social Psychological and Clinical Psychological aspects of Kinesiology. This position is at the Assistant Professor level. A PhD in Kinesiology, Social Psychology, Psychology or related discipline is required. Teaching responsibilities will include undergraduate courses in the application of social psychology to kinesiology, the use of behavioural, cognitive, and perceptual assessment techniques applicable to psychomotor behaviour contexts and/or a graduate course in social and clinical research methods. Supervision of graduate student research is expected. Clinical certification is not required but would be an asset. The successful candidate will be expected to develop work in a program that investigates human behaviour across a continuum from motor control to human behaviour as affected by the interactions between people. The Department has over 20 full-time faculty, 30,000 sq. ft. of laboratory space, and excellent like to several health-related research centres. Because of its strong research orientation the Department is seeking candidates who have demonstrated a successful commitment to funded research and publication. Salary will be commensurate with rank and qualifications. Applications including a curriculum vitae and the names of three references, should be directed to Professor P.J. Bishop, Chair, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples and persons with disabilities. The effective appointment date is Sept. 1, 1992. Closing date for receipt of applications will be when filled.

LABOUR STUDIES

McMASTER UNIVERSITY: Labour Studies. A multi-year contractually limited full-time appointment will be made in Labour Studies, McMaster University at the Lecturer or Assistant Professor level, commencing July 1, 1992 subject to funding availability. The responsibilities of the position are teaching and associated course administration, including supervision of teaching assistants. The main teaching responsibilities will be for first-year courses in the history of the labour movement and in contemporary labour issues. Candidates should have a background in labour history and an interdisciplinary approach to labour issues — especially from Economics, Political Science and Sociology perspectives. A PhD or ABD is preferred, although candidates with MA's and teaching experience (either in post-secondary institutions or in the labour movement) will be considered. Applicants should send a curriculum vitae/resume and the names of three references to Dr. A.L. Robb, Director, Labour Studies, McMaster University, Hamilton, Ont. L8S 4M4 McMaster University encourages applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The application deadline is Feb 15, 1992.

LINGUISTICS

UNIVERSITY OF VICTORIA. The **Department of Linguistics** at the University of Victoria invites applications for two temporary one-semester positions at the Visiting Assistant Professor or Sessional Lecturer level, starting September 1, 1992. Applicants should have a PhD; teaching experience would be an asset. One appointment is in the areas of phonology and historical linguistics, and the successful candidate will teach 2 undergraduate courses in basic phonology and 1 course in historical linguistics; the second is in the area of syntax and morphosyntax, and the successful candidate will teach 2 courses in syntax and morphosyntax at the undergraduate level, and one at the graduate level. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Victoria is committed to an employment equity program, and women are strongly encouraged to apply. Please send a letter of application, curriculum vitae, and three letters of recommendation, by March 15, 1992, to: Joseph F Kess, Professor and Chair, Department of Linguistics, University of Victoria, Victoria, British Columbia, Canada V8W 3P4.

MANAGEMENT

CONCORDIA UNIVERSITY'S Department of Management invites applications for a full-time tenure-track faculty position at the assistant professor (or higher) level. Applicants should have a Ph.D. or be near completion, and have the demonstrated potential to conduct original research, publish in top academic journals, and be an effective teacher in one (or more) of the following areas: human resource management, organizational theory, organizational development, industrial relations, organizational behaviour, or international management. The Faculty of Commerce and Administration offers B. Comm, B. Admin, Diploma, MBA, ExecMBA, M.Sc and Ph.D. degrees and has an existing research oriented faculty. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities, and disabled persons. All things being equal, women candidates shall be given priority. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Please apply in writing to Dr. J.B. Prince, Recruitment Chair, Department of Management, Faculty of Commerce and Administration, Concordia University, 1455 de Maisonneuve Blvd., West, Montreal, Quebec H3G 1M8. A letter of application, sample of research/writing and three letters of recommendation are required for full consideration. FAX: 514-848-8645; Telephone: 514-848-2908.

THE UNIVERSITY OF CALGARY Faculty of Management invites applications for anticipated tenure track positions in Accounting, Finance, Operations Management, Quantitative, Marketing, Policy and Environment, New Venture Development, Tourism and International Business. Ph.D. or DBA preferred. Rank and salary to be based on qualifications and experience. The Faculty of Management, an accredited member of AACSB, provides a stimulating teaching and research environment including caseroom, excellent computer resources and a management library. The University of Calgary has an Employment Equity Program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities and people with disabilities. Applications should be sent to: Dr. Malcolm C. Munro, Associate Dean (Research), Faculty of Management, The University of Calgary, 2500 University Drive N.W., Calgary, Alberta, T2N 1N4. The University offers a Dual Career Assistance Program for spouses.

UNIVERSITY OF WATERLOO. The Department of Management Sciences invites applications for a tenured or tenure track position, to September 1992. Preference will be given to individuals who have significant research and teaching experience in operations management and quantitative methods at any level. Desirable candidates may also have experience in information systems or management of technology. The Department is located in a Faculty of Engineering and offers MASc and PhD to students with quantitative backgrounds. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. This position is still awaiting budgetary approval. Consideration of candidates will begin on January 1, 1992. Curriculum vitae and the names of three referees should be sent to: Dr. D.W Conrath, Chair, Search Committee, Department of Management Sciences, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1.

MATHEMATICS & COMPUTER SCIENCE

THE UNIVERSITY OF LETHBRIDGE: Faculty of Arts and Science, Department of Mathematics and Computer Science. 1. Title: Assistant Professor; probationary (tenure-track) appointment. 2. Qualifications: Ph.D. in Computer Science. Applicants nearing completion of a Ph.D. are also invited to apply. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University aspires to hire employees with outstanding and well-rounded potential for excellence in teaching, research and scholarship. Women and men are encouraged to apply for this position. 3. Responsibilities: The successful candidate will be expected to teach a variety of undergraduate courses in computer science, to develop a continuing research program, and to participate in the general operation of the department. Faculty have access to a network of workstations running Ultrix (and connected to the Internet), micros and mainframes. 4. Salary (1991-92): Assistant Professor $36,450 minimum. 5 Applications: Applications, including a current curriculum vitae, a brief outline of research interests, and the names of three persons for letters of reference should be sent to: The Chair, Department of Mathematics & Computer Science, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta T1K 3M4, Phone: 403-329-2470; e-mail: senel-zs@uhunix.uhcc.ab.ca. Effective Date: 01 July 1992. 7. Closing Date: 28 February 1992.

MATHEMATICS & STATISTICS

YORK UNIVERSITY, TORONTO, CANADA: Department of Mathematics and Statistics. Applications are invited for a tenure-stream appointment at the Assistant Professor level in Algebra/Geometry to commence 1 July 1992, subject to final approval by the University. Candidates must hold a Ph.D. and be able to demonstrate independence and excellence in their research work in an area of Algebra or Geometry as well as a strong commitment to teaching and mathematics education. Applicants should send their c.v. and arrange for at least three letters of recommendation sent by 15 February, 1992, directly to Waller Tholen, Chair, Department of Mathematics and Statistics, York University, North York, Ontario, M3J 1P3 Canada. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND - SIR WILFRED GRENFELL COLLEGE: Mathematics. Applications are invited for three positions, (1) two tenure track, (2) one sabbatical replacement, beginning September 1, 1992 (subject to budget approval). Emphasis is on teaching and department members are also engaged in a range of research. Ph.D. or near completion preferred. Salary and rank dependent on qualifications and experience in accordance with the Collective Agreement. Sir Wilfred Grenfell College was the first two years of Memorial University's Arts and Science curriculum and offers a Bachelor of Fine Arts degree. Planning is underway for the addition of a four-year degree granting status in Arts and Science. The College is located in Newfoundland's second city of Corner Brook with excellent recreational and cultural facilities and a population of 30,000. A letter of application, curriculum vitae, the names of three references should be sent to: Professor E.J.F. Hodgett, Vice-Principal, Memorial University of Newfoundland, Sir Wilfred Grenfell College, Corner Brook, NF A2H 6P9. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF NEW BRUNSWICK, FREDERICTON. The Department of Mathematics and Statistics invites applications for a tenure-track position at the Assistant Professor level, effective July 1, 1992. Candidates are expected to have a Ph.D. in pure or applied mathematics or in statistics, and to have a commitment to teaching and research. Salary will depend upon the candidate's qualifications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity. The availability of this position is subject to budgetary approval. Applications together with CV and the names of three referees should be sent to: Dr. J.N. Thompson, Chair, Department of Mathematics & Statistics, University of New Brunswick, P.O. Box 4400, Fredericton, N.B., E3B 5A3.

SIMON FRASER UNIVERSITY: Tenure track appointment in actuarial science at the rank of Assistant Professor in the Department of Mathematics and Statistics starting September 1, 1992. Candidates should have a Ph.D. degree in mathematical sciences, an Associateship or Fellowship in a recognized actuarial organization and demonstrated ability in teaching and research. The successful candidate will be expected to develop research in actuarial science as well as direct and teach in the undergraduate actuarial programme. Applications, including an up-to-date curriculum vitae, should be sent to: Katherine Heinrich, Chair, Department of Mathematics and Statistics, Simon Fraser University, Burnaby, BC V5A 1S6 Canada. Three letters of reference to be sent directly from the referees. Deadline: February 29, 1992. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to all qualified applicants. In accordance with Canadian immigration requirements, this advertisement is directed to those who are eligible at the time of the application for employment in Canada.

SAINT MARY'S UNIVERSITY invites applications for a tenure-track position in the Department of Mathematics and Computing Science commencing September 1, 1992. Applicants should have a PhD in statistics, although strong applications in other areas of mathematics will be considered. Responsibilities will include undergraduate teaching and research. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is an equal opportunity employer. Applicants should forward a curriculum vitae and the names of three referees to: Dr. W. Finden, Chairperson, Department of Mathematics and Computing Science, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Applications will be accepted until February 14, 1992.

UNIVERSITY OF WATERLOO: The Department of Pure Mathematics at the University of Waterloo is seeking recent Ph.D.'s for post-doctoral positions of one or two years' duration starting July 1, 1992. The duties of the position will be to carry out mathematical research which supports the interests of faculty within the Department. The incumbent will also be expected to teach a half load (i.e. the equivalent of one full year course). Applications should include a curriculum vitae plus three letters of reference sent directly from referees chosen by the applicant. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. Please send applications to Dr. F.A. Zorzitto, Chair, Department of Pure Mathematics, University of Waterloo, Waterloo, Ontario, N2L 3G1. In order to be guaranteed consideration, an application must arrive by March 1, 1992.

MEDICAL ETHICS

THE UNIVERSITY OF AUCKLAND, NEW ZEALAND: Senior Lecturership in Medical Ethics (Non-Medical), Limited Term Appointment, School of Medicine (Vacancy UAC.105). This is a newly established post. The core teaching is not large but there is scope for developing further teaching in specific disciplines such as Paediatrics, Psychiatry and Medicine. Candidates would be expected to hold a postgraduate qualification, preferably a Doctorate in Philosophy. Qualifications in other relevant disciplines would be considered. Candidates would also be expected to have substantial research and/or teaching experience in moral philosophy and/or medical and health ethics. Experience with practical ethical issues encountered in clinical practice in medicine is desirable, with an understanding of the professional activities of staff working in the health service. The person appointed will be expected to provide leadership in medical ethics by undertaking undergraduate and postgraduate teaching courses in Medical Ethics and actively pursuing research projects relevant to his/her interests. Because the discipline of Medical Ethics covers many different disciplines in the School of Medicine, the primary attachment of the Senior Lecturership will be determined by the background training and interests of the successful applicant. There will be a formal linkage with the Department of Philosophy. Further details are contained in the Conditions of Appointment. Commencing salary will be established within the range $NZ52,000 - $NZ60,944 per annum. Conditions of Appointment and Method of Application are available from the Assistant Registrar, Academic Appointments, University of Auckland, Private Bag, Auckland, to whom applications should be forwarded as by 21 February 1992. Please quote Vacancy Number UAC.105 in all correspondence. The University of Auckland - An Equal Employment Opportunity Employer.

MEDICINE

DALHOUSIE UNIVERSITY: A **Hepatologist** with strong academic background is required at the Victoria General Hospital in Halifax, Nova Scotia. The successful applicant will participate in the Liver Transplant Program at Dalhousie University, and will be expected to develop and maintain a research program. The successful applicant will have the Canadian Specialist Qualifications (FRCPC) in Gastroenterology or equivalent. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and landed immigrants. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, aboriginal peoples, visible minorities, and handicapped persons. Please apply within 30 days to Dr. C.N Wilkens, Professor and Head, Division of Gastroenterology, Department of Medicine, Dalhousie University, 5849 Room C-12, Clinical Research Centre, 5849 University Avenue, Halifax, Nova Scotia, B3H 4H7, Telephone (902) 494-2333; Fax (902) 494-1624.

DALHOUSIE UNIVERSITY: Dalhousie Medical Research Foundation Associateship. As part of a broad initiative to promote inter-disciplinary medical research, the Faculty of Medicine is seeking an eminent scientist to assume an appointment at the level of Associate or full Professor, tenure track, to be made initially for five years through a Dalhousie Medical Research Foundation Associateship. This prestigious award will be made in one of the basic science (pre-clinical) or clinical departments in the Faculty of Medicine. To complement the strengths of existing faculty and to catalyze new interactions, we are seeking an investigator with a clear record of scientific leadership. The successful applicant is expected to hold a Ph.D., M.D., D.V.M. or equivalent, must be a proven independent researcher, with competence clearly demonstrated by publications, and a national and international reputation in one of the following priority research areas: Cardiovascular; Cancer Cell Biology; Endemiology; Immunology and Infectious Diseases; Neuroscience. The successful applicant is expected to develop a strong interdisciplinary group with external funding in one of the above areas. Applications consisting of a curriculum vitae, a summary of research interests, and names of five individuals from whom letters of reference may be obtained, should be sent to: Dr. D Howard Dickson, Scientific Officer, Dalhousie Medical Research Foundation, 15th Floor Tupper Medical Building, Dalhousie University, Halifax, Nova Scotia B3H 4H7. Closing date for receipt of applications is February 28, 1992. This appointment will be made on or after January 1st, 1993. In accordance with Canadian immigration regulations, this advertisement is directed in the first instance to Canadian citizens and landed immigrants. Dalhousie University is an employment equity/affirmative action employer. The University encourages applications from qualified women, aboriginal peoples, visible minorities and persons with disabilities.

UNIVERSITY OF TORONTO: Chair, Department of Preventive Medicine and Biostatistics. The Faculty of Medicine at the University of Toronto is seeking a Professor and Chair for the Department of Preventive Medicine and Biostatistics. This position is available July 1, 1992. The Department is part of the Division of Community Health, a major training site in Canada for the public health disciplines. Close collaboration with other departments in Community Health and with other divisions of the Faculty of Medicine and the University is essential. Major priorities of the Department are graduate research and professional degree programs in Epidemiology, Community Health and Biostatistics, and postgraduate education in Community Medicine. The Department has a vigorous program of research in several public health disciplines. The Department has a major commitment to the education of undergraduates in Medicine and in the other health sciences. The Faculty is seeking an accomplished researcher and

LAURENTIAN UNIVERSITY PHYSICS & ASTRONOMY

Applications are invited for a tenure track position in the Department of Physics and Astronomy with assistant professor level. This position will become available as of July 1, 1992, subject to budget approval. The successful applicant will have a Ph.D. degree in physics and an excellent research record. He/She will be expected to engage in undergraduate and graduate teaching and to join an existing research group. Research interests in the Department are the Sudbury Neutrino Observatory (SNO) related theoretical and experimental particle physics, medical and biophysics, aerosol physics, optics and acoustics/ultrasonics. Fluency in both official languages is an asset, but the candidate will teach only in English. Laurentian University has an employment equity policy and encourages applications from all qualified individuals regardless of sex, race, religion or physical ability status. In accordance with Canadian immigration requirements, priority considerations will be given to Canadian citizens and permanent residents. Applications should be sent before March 15, 1992 to:

Chairperson
Department of Physics & Astronomy
Laurentian University
Sudbury, Ontario
Canada, P3E 2C6

SIMON FRASER UNIVERSITY
ASSISTANT PROFESSOR IN DANCE

The School for the Contemporary Arts at Simon Fraser University intends to make a tenure track appointment in dance at the level of Assistant Professor for the fall of 1992.

Qualifications include an M.A., M.F.A., or B.A. and substantial professional experience. Expertise in teaching modern technique, composition and improvisation is also required. Additional qualifications may include dance history, theory, movement analysis, ballet, pedagogy, kinesiology or other related fields. University teaching experience as well as administration and production experience are desirable.

Primary responsibilities will include teaching all levels of contemporary dance technique, composition, and improvisation. On a rotating basis, faculty are expected to supervise student and faculty productions, direct the Off-Centre Dance Company, do administrative and organizational work for the dance program, and to participate in the work of the School for the Contemporary Arts. Tenure track faculty are also expected to choreograph professionally and/or establish a record of research and publication.

The Program of Dance exists within the School for the Contemporary Arts which emphasizes contemporary and interdisciplinary art practice. The department offers undergraduate degree programs in film, music, theatre, and the visual arts including a B.A. degree in dance. It also offers an interdisciplinary M.F.A.

A letter of application, a curriculum vitae and the names of three referees should be sent to:

Rudolf Komorous, Director
School for the Contemporary Arts
Simon Fraser University
Burnaby, B.C. V5A 1S6
Tel: (604) 291-3603
Fax: (604) 291-5907

Application must be received by February 1, 1992.

The availability of this position is subject to budgetary approval. This advertisement is directed to people who are eligible for employment in Canada at the time of application. Simon Fraser University is committed to an employment equity program and invites applications from all qualified persons.

EDUCATION: ACADEMIC APPOINTMENT EDUCATIONAL POLICY STUDIES

The Faculty of Education invites applications for a tenured or tenure-track position in the Division of Educational Policy Studies. The Division is currently engaged in both pre-service and graduate education and includes members with teaching and research interests in educational administration, philosophy, women's studies, history, comparative education, sociology, political science and law.

The successful candidate will have a Ph.D. or equivalent degree, a research/publication record and teaching experience in educational administration. Additional experience and expertise in other areas of policy studies will be an asset.

Salary and rank will be commensurate with qualifications and experience. The appointment is subject to budget approval and will commence July 1, 1992.

Applications including a curriculum vitae and the names of three referees should be sent by February 15, 1992 to:

Dr. B.B. Kymlicka
Acting Dean
Faculty of Education
The University of Western Ontario
1137 Western Road
London, Ontario
Canada N6G 1G7

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

UNIVERSITY OF

WINDSOR

DEAN OF CONTINUING EDUCATION

The University of Windsor invites applications and nominations for the position of Dean of Continuing Education, effective July 1, 1992, for an initial period of five years.

The successful applicant will be an innovator who will: have appropriate academic qualifications and demonstrated record of peer-evaluated achievement in his/her area of specialization; have experience in administering an adult continuing education program; possess appropriate planning, management, and marketing skills; have the experience and ability to interact with students, faculty, administrative officers and members of the community; have a demonstrated record of student counselling and concern for the academic and non-academic well-being of students; have an understanding of educational equity; and have a demonstrated capacity to interact positively with specialists in disciplines other than his/her own. A senior appointment in an academic unit may be arranged.

The University of Windsor has an enrolment of 11,000 full-time and 5,500 part-time students. Undergraduate degrees are offered in 8 Faculties, consisting of 30 Departments, and graduate degrees are offered in the Faculty of Graduate Studies and Research.

The University is committed to equity in employment and female candidates are especially encouraged to apply. In accordance with Canadian immigration requirements this notice is directed in the first instance to Canadian citizens and permanent residents of Canada.

Confidential consideration of applications will commence on January 31, 1992, and will conclude when a suitable applicant is appointed. Applications, accompanied by a curriculum vitae and the names of three referees, should be addressed to:

Dr. W.E. Jones, Chair
Search Committee for Dean of Continuing Education
University of Windsor
Windsor, Ontario
N9B 3P4
Telephone: (519) 253-4232 (Ext. 2001)
Fax (519) 973-7070

teacher in the public health disciplines, preferably Epidemiology, Biostatistics or Community Medicine for this senior leadership role. Individuals applying for this position should have demonstrated capabilities in administration including excellent interpersonal skills and a clear commitment to building high quality teaching and research programs in public health. The Chair will have an important liaison function with a range of community agencies such as government teaching health units and major voluntary health groups and professional associations. Applications, including a curriculum vitae and the names of three referees should be sent, by February 1st, 1992, to: Dr. John H. Dirks, Dean, Faculty of Medicine, University of Toronto, Room 2109, Medical Sciences Bldg., Toronto, Ont. M5S 1A8. The University of Toronto encourages both men and women to apply for positions. In accordance with the Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MUSIC

BRANDON UNIVERSITY School of Music offers a one-year sabbatical replacement position in Orchestra Conducting & Cello/Bass Applied, 1992-93 Percussion a possible alternate Applied Music assignment. The successful candidate will direct the University orchestra, teach applied music and/or additional undergraduate and graduate courses suited to training and experience, e.g. techniques (music education), music theatre, conducting, theory, history, appreciation. Doctorate an asset; Master's or equivalent required. Lecturer or Asst. Prof. Salary depending on qualifications and experience 1992-93 hours: Lecturer, 28,693; Asst. Prof. 34,978. Brandon University offers B.Mus. degrees in a full range of disciplines & M.Mus. with majors in Mus. Ed., Piano, & Strings. Send c.v., tape, and 3 references to Dr. Lawrence Jones, Dean, School of Music, Brandon University, Brandon, MB, R7A 6A9, by Feb. 15 or until position filled. Subject to funding. Both women & men are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed initially to Canadian citizens & permanent residents.

BRANDON UNIVERSITY School of Music offers a one-year sabbatical replacement position in Choral Conducting, 1992-93. Successful candidate will direct chamber choir (membership by audition) and teach additional undergraduate and/or graduate courses suited to training and experience, e.g., music education (choral), music theatre, conducting, theory, history, appreciation. Doctorate an asset; Master's or equivalent required. Lecturer or Asst. Prof. Salary depending on qualifications and experience 1992-93 hours: Lecturer, 28,693; Asst. Prof. 34,978. Brandon University offers B.Mus. degrees in a full range of disciplines & M.Mus. with majors in Mus. Ed., Piano, & Strings. Send c.v., tape, and 3 references to Dr. Lawrence Jones, Dean, School of Music, Brandon University, Brandon, MB, R7A 6A9, by Feb. 15 or until position filled. Subject to funding. Both women & men are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed initially to Canadian citizens & permanent residents.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND: Memorial's School of Music has an opening for a full-time, tenure-track position in piano, subject to budgetary approval. Duties for the position include undergraduate studio instruction in piano and class instruction in keyboard harmony, accompaniment and keyboard literature. Possible instruction in elective courses in one or more of the following areas: chamber music, piano pedagogy, music theory. A minimum of master of music in piano is required; a doctorate is preferred. Performance experience as soloist, chamber musician and accompanist is also required. Experience teaching at the university level is an asset. The date of appointment is 1 Sept. 1992. Salary and rank depend on qualifications and experience in accordance with the collective agreement. Applicants should send a letter of application together with transcripts of recent graduate work, curriculum vitae and a recent audio cassette to: Search Committee, c/o Professor Maureen Volk, Director, School of Music, Memorial University of Newfoundland, St. John's, NF, Canada, A1C 5S7. Applicants should also arrange for three letters of reference to be sent directly to Professor Volk. The closing date for this position is 14 Feb. 1992, or when the position is filled. In accordance with Canadian Immigration requirements, this ad is directed towards Canadian citizens and permanent residents of Canada. Memorial University is committed to employment equity.

NATIVE STUDIES

TRENT UNIVERSITY invites applications for a probationary appointment in the Department of Native Studies at the rank of Assistant Professor to commence July 1, 1992. Areas of specialization sought are tradition, change and revitalization in Native Cultures. Candidates should have teaching experience, knowledge of Native cultures and direct experience with community based initiatives. M.A. required, Ph.D. or equivalent in experience preferred. Applications, including a full Curriculum Vitae and the names of three referees, should be sent to Professor Peter Kulchyski, Chair, Department of Native Studies, Trent University, Peterborough, Ontario, K9J 7B8 by February 15, 1992. Trent University is an employment Equity Employer, and especially invites candidates from women, aboriginal peoples, visible minorities and disabled persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

OBSTETRICS & GYNAECOLOGY

THE UNIVERSITY OF BRITISH COLUMBIA: Gynecological Oncologist. The Department of Obstetrics & Gynaecology, University of British Columbia has an immediate opening for a grant tenure track position for a qualified academic gyn-oncologist to be located at the Vancouver General Hospital. Candidates must have an M.D. or equivalent degree with completion of specialty training in Gyn-oncology. The successful candidate will be expected to develop a vigorous, independent research program, participate in teaching at the undergraduate and postgraduate levels and develop a clinical practice. Salary will be commensurate with qualifications and experience. This appointment is subject to final budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UBC encourages qualified women and minority applicants. The closing date for applications is February 29, 1992. Starting date is July 1, 1992. Applicants should write to Dr. Victor Gomel, Head, Department of Obstetrics & Gynaecology, 4490 Oak Street, Vancouver, B.C. V6H 3V5, enclosing an up to date curriculum vitae and the names of three referees.

OCEANOGRAPHY

DALHOUSIE UNIVERSITY: Physical Oceanography Faculty Position. Applications are invited for a tenure-track Assistant Professorship in the Department of Oceanography, Dalhousie University. The Department has its focus graduate training and research. It has 18 faculty and 55 graduate students. The physical oceanography group currently consists of four faculty plus 6 research associates and post-doctoral fellows, with research interests encompassing the surf zone (edge waves, sediment transport), the continental shelf and embayments (sea level observations, coastal trapped waves, wind-driven coastal currents, estuarine circulation, dispersion by tidal flows), and the deep ocean (ocean mixing processes, Mediterranean salt lenses, thermohaline circulation, deep water formation). The approach is broad, encompassing theoretical and numerical modelling, interpretation of field observations and laboratory modelling. Candidates are expected to possess a doctoral degree in Oceanography, a strong record of research accomplishments, research interests and approach compatible with those of the existing group, ability to interact well in an interdisciplinary research environment, and demonstrable skills in communication and teaching. Those wishing to be considered should send their curriculum vitae, a brief statement of research and teaching objectives, and the names and addresses of four professional references to: Prof. A.J. Bowen, Chair, P.O. Search Committee, Department of Oceanography, Dalhousie University, Halifax, Nova Scotia, Canada B3H 4J1; Phone (902) 494-3557, FAX (902) 494-3877, Telemail: DALHOUSIE.OCEAN. Applications should be received before February 21, 1992. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, aboriginal peoples, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

DALHOUSIE UNIVERSITY: Department of Oceanography, Assistant Professor in Marine Geosciences. We invite applications for a tenure-track assistant professorship in marine geosciences. Fields of interest to us include, but are not limited to: marine geology, mathematics and physics of geological processes and studies of interactions among the earth, ocean and atmosphere. In particular, we seek applicants with a quantitative approach to the phenomena in their science and demonstrated creativity in research. The Department of Oceanography has as focus graduate training and research. It has 18 faculty and 55 graduate students. Opportunities exist for interaction with members of the Earth Sciences Department and with Federal Government scientists at the Bedford Institute of Oceanography. Enquiries or applications (including c.v., statements of research interests and accomplishments, and the names of four referees) should be sent to: Chair, Geosciences Search Committee, Oceanography Department, Dalhousie University, Halifax, Nova Scotia, Canada B3H 4J1; Phone (902) 494-3557, FAX (902) 494-3877, Telemail: DALHOUSIE.OCEAN. Closing date for receipt of applications is March 1, 1992 or until position is filled. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, aboriginal peoples, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

OUTDOOR RECREATION PARKS & TOURISM

LAKEHEAD UNIVERSITY: The School of Outdoor Recreation, Parks and Tourism at Lakehead University invites applications for a probationary (tenure-track) appointment, effective July 1, 1992. Duties include teaching and research in the areas of park planning and management, natural resource tourism, commercial recreation or recreation resource management. Preference will be given to applicants who can also contribute to the broader theoretical and applied aspects of the School's program. Candidates should have a Ph.D., successful teaching experience at the university level and demonstrated research ability. Rank and salary will be commensurate with experience and qualifications. The position is subject to final budgetary approval. The deadline for applications is March 15, 1992. To apply, send a curriculum vitae and the names of three referees to: Dr. Jim Smithers, Director, School of Outdoor Recreation, Parks and Tourism, Lakehead University, 955 Oliver Road, Thunder Bay, Ontario, P7B 5E1; (807) 343-8746 - voice; (807) 343-8023 - fax. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

PAEDIATRICS

THE UNIVERSITY OF AUCKLAND, NEW ZEALAND: School of Medicine, A Senior Lectureship in General Paediatrics (Limited Term Appointment - 5 Years), Department of Paediatrics (Vacancy UAC.107). The Department of Paediatrics is located at Auckland, Middlemore, and National Womens Hospitals with staff holding appointments in general paediatrics, subspecialty paediatrics and neonatology. Candidates must hold a medical qualification registrable in New Zealand together with a recognised postgraduate qualification in Paediatrics and should have some experience in teaching undergraduate and postgraduate medical students. The successful applicant must have an acceptable level of training and experience in general paediatrics. He/she must have demonstrated an ability to undertake research in some aspect of paediatrics and will be expected to pursue research activities in this field. Preference will be given to applicant with skills in community paediatrics and for clinical research. The successful applicant, together with other members of the Department, will be required to assist the Head of the Department of Paediatrics in the administration of the clinical curriculum. The appointee will have clinical responsibilities of initially 5/10 in general paediatrics. Commencing salary will be established within the range $NZ67,808 - $NZ87,568 per annum. Conditions of Appointment and Method of Application are available from the Assistant Registrar, Academic Appointments, University of Auckland, Private Bag, Auckland to whom applications should be forwarded by 24 February 1992. Please quote Vacancy Number UAC.107 in all correspondence. The University of Auckland - An Equal Employment Opportunity Employer.

PATHOLOGY

UNIVERSITY OF ALBERTA: Academic Pathologist. Applications are invited for a faculty position at the Assistant/Associate/Full Professor level in the Department of Pathology, Faculty of Medicine, at the University of Alberta in Edmonton, Alberta, Canada with joint appointment at the University of Alberta Hospitals. Opportunities are available for qualified individuals with service and/or research orientation with interests in cardiovascular, pulmonary, renal, or oncologic pathology. Excellent cytopathology and surgical pathology skills are essential to the position. Experience in electron microscopy is desirable. Competitive salaries commensurate with clinical and research qualifications starting at approximately $105,000/annum at the Assistant Professor level, including hospital component. Canadian Royal College certification or American Board or eligibility to write exams required. Pleasant river valley urban location in a city of 650,000 people, close to the beautiful Canadian Rockies. Many research opportunities afforded by the availability of the Alberta Heritage Foundation for Medical Research. Closing date for applications: January 31, 1992. Applications including curriculum vitae, bibliography, and the names of three references should be sent to: Kim Solez, M.D., Professor and Chairman, Department of Pathology, Faculty of Medicine, University of Alberta, Edmonton, Alberta, Canada, T6G 2R7. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities, and women.

PHILOSOPHY

UNIVERSITY OF ALBERTA: The Department of Philosophy at the University of Alberta has openings for two or three eight-month leave replacement appointments from September 1, 1992 to April 30, 1993. Applicants should be able to teach introductory courses in history of philosophy, contemporary issues, and informal or formal logic. Areas in which instruction may be required at more advanced levels include: metaphysics, philosophy of mind, philosophy of language, philosophy of religion, ethics, and logic. For appointees with the PhD the salary at current rates is approximately $27,000; without the PhD, approximately $22,650. Applications should be sent to Dr. W. D. Sharp, Chair, Department of Philosophy, University of Alberta, Edmonton, Alberta, T6G 2E5, by March 1, 1992. Applicants should also arrange to have three letters of reference sent to the Chair. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities, and women.

UNIVERSITY OF SASKATCHEWAN: The Department of Philosophy at the University of Saskatchewan invites applications for a tenure track position at the rank of assistant professor, to begin July 1, 1992. The area of specialization is feminist philosophy or contemporary European and post-analytic philosophy. This position is subject to the availability of funds. A Ph.D. is required as is evidence of excellence in teaching and research productivity. Duties include teaching a wide assortment of courses at all levels, participation in department and university committees and research. Applications, including a complete dossier and three letters of reference should be sent by January 30, 1992, to: Dr. Eric Dayton, Head, Philosophy Department, University of Saskatchewan, Saskatoon, Saskatchewan, Canada S7N 0W0. In accordance with Canadian immigration requirements priority will be given to Canadian citizens and permanent residents. The University of Saskatchewan is committed to the principles of Employment Equity and welcomes applications from all qualified candidates including aboriginal peoples, persons with disabilities, visible minorities and women.

PHYSICAL EDUCATION & ATHLETICS

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. School of Physical Education & Athletics: Applications are invited for a full-time, tenure-track position in the area of Primary/Elementary School Physical Education (Curriculum and Methods). Emphasis on a movement education approach (Laban) to the teaching of physical education, and the ability to teach dance and gymnastics will form the major thrust of the position. Duties related to student teaching practicum, placement and supervision, will also form part of the faculty member's responsibilities. Candidates with an earned doctorate would be preferred. A strong commitment to scholarship and professional development should be demonstrated. Salary and rank will be commensurate with qualifications, experience and the university's collective agreement. Salary range: Asst. Professor $35,000-$49,000; Assoc. Professor $42,000-$65,000; Professor $53,000-$77,000. Application deadline is January 31, 1992 with an appointment date of July 1, 1992. In

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University of Alberta
Edmonton

Killam Memorial Chair in Science or Engineering

A bequest from the late Dorothy J. Killam has resulted in the endowment of two Killam Memorial Chairs at the University of Alberta in any area of basic science or engineering. These are senior appointments offered to distinguished individuals to permit them to carry on high level research and graduate teaching.

One of the Killam Memorial Chairs will become available on July 1, 1992. We are seeking outstanding candidates to fill this position. We invite nominations and applications on behalf of, or from, distinguished individuals interested in this Chair. Applications should be received before February 15, 1992.

Enquiries, nominations and applications should be directed to:

Dr. C. R. James
Vice President (Research)
University of Alberta
3-12C University Hall
Edmonton, Alberta T6H 2J9

The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities, and women.

LAURENTIAN UNIVERSITY
Chemistry and Biochemistry

Applications are invited for a biochemist for a two-year term appointment at the assistant professor level commencing in July 1992, subject to budget approval. The successful candidate should have a Ph.D. and will be expected to teach a course in English introductory biochemistry at the third-year level as well as biochemistry courses at senior undergraduate and graduate levels. The candidate will supervise fourth-year undergraduate thesis students and have the opportunity to take part in on-going research projects in such fields as protein chemistry, environmental biochemistry and cancer biochemistry. Laurentian University has an employment equity policy and encourages applications from all qualified individuals regardless of sex, race, religion or physical ability status. In accordance with Canadian immigration requirements, priority considerations will be given to Canadian citizens and permanent residents. Applications should be sent before March 15, 1992 to:

Chairperson
Department of Chemistry
and Biochemistry
Laurentian University
Sudbury, Ontario
Canada P3E 2C6

MANAGEMENT

The University of Calgary Faculty of Management is seeking qualified individuals (preferably a Ph.D. or DBA, or ABD) to fill joint tenure-track positions in Accounting, Finance, Operations Management, Marketing, Insurance, New Venture Development, Tourism, Policy and Environment and International Business. These positions have been created by the expansion of the AACSB accredited programs at the Bachelor of Commerce, Masters in Business Administration, and Ph.D. levels.

The University of Calgary provides a stimulating research and teaching environment. It is located in a dynamic city, one of the country's major financial centres with exceptional recreational opportunities. The Faculty of Management, located in Scurfield Hall, is designed to meet the latest needs of Management teaching and research.

The University of Calgary has an Employment Equity Program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabilities. The University offers a Dual Career Assistance Program for spouses.

Interested individuals are asked to mail applications to: Dr. Malcolm C. Munro, Associate Dean (Research), Faculty of Management, The University of Calgary, 2500 University Drive N.W., Calgary, Alberta, T2N 1N4.

McGill

Dean of the Faculty of Management

Nominations and applications are invited for the position of Dean of the Faculty of Management of McGill University. The appointment, effective June 1, 1992, is normally for a five-year term and may be renewed.

The Dean of Management is responsible to the Vice-Principal (Academic) for the supervision and administration of the academic programs, budgets, and all activities of the Faculty. Candidates should have appropriate scholarly and administrative experience; facility in both English and French is desirable.

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

Nominations and applications will be most useful if accompanied by a detailed curriculum vitae and the names of three referees, and should be submitted by February 1, 1992 to:

Dr. W. C. Leggett
Vice-Principal (Academic)
McGill University
845 Sherbrooke Street West
Montreal, Quebec H3A 2T5

Laurentian University / **Université Laurentienne**

DEPARTMENT OF GEOLOGY

The Department of Geology invites applications for a tenure track position in the area of Mineralogy for July 1, 1992, subject to budget approval. Candidates should have a Ph.D. degree and a strong research background in mineralogy and be able to develop research programs and teach undergraduate and graduate courses in this field. The successful candidate will also be expected to interact with faculty in allied disciplines, particularly petrology, geochemistry or economic geology and with geoscientists in government and the local mining industry.

The department currently has nine faculty, two technologists and a secretary and offers B.Sc. programs in Geology, Mining Geology, Solid Earth Science and Environmental Earth Science as well as a Geology M.Sc. Program. The research emphasis of the Department is in the areas of Precambrian and Economic Geology; however, we are also developing programs in the broader earth science area in conjunction with colleagues in physical geography and environmental biology. Analytical facilities such as XRF, XRD, AA, ICP, etc. are available in the Central Analytical Facility of the Science and Engineering Faculty. Plans are also underway to facilitate access to the Library and research facilities (e.g. new Cameca microprobe) in the Ontario Geological Survey building to be opened on campus in 1992.

Laurentian University is a bilingual University but the candidate would be expected to teach only in English. Laurentian also has an Employment Equity Policy and encourages applications from all qualified individuals regardless of sex, race, religion or physical ability status. In accordance with Canadian immigration requirements, priority consideration will be given to Canadian citizens and permanent residents. Applicants should send a detailed résumé including publications, teaching experience and research interests by April 30, 1992 to: Dr. A. E. Beswick, Chairman, Department of Geology, Laurentian University, Sudbury, Ontario Canada, P3E 2C6.

Lakehead University
A Northern Vision

NATIVE STUDIES

Lakehead University is seeking a faculty member with a background in Native Studies for a probationary (tenure-track) appointment to take a leading role in establishing a proposed School of Native Studies. The incumbent would be responsible for co-ordinating the activities of the School which would include academic programming in Native Studies in the Faculty of Arts and Science and the Native Support Services Department which provides cultural, economic and social support to Native students. Teaching responsibilities would include teaching core courses in the program or in an appropriate field of study. The incumbent would be responsible for interacting within the university and with Native organizations through the Native Advisory Committee on Native post-secondary education at Lakehead University.

Candidates should be of Native ancestry, preferably with a Ph.D. in an area of Native Studies, have experience in curriculum development, and be familiar with one of the Native languages of this region and with the issues of Native post-secondary education in Canada. The appointment is subject to budgetary approval.

Applicants are asked to submit a curriculum vitae and the names and addresses of three referees to:

Dr. John Whitfield
Vice-President (Academic)
Lakehead University
955 Oliver Road
Thunder Bay, Ontario
P7B 5E1

In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Memorial is an equal opportunity employer. Direct application, curriculum vitae, transcripts and names and addresses of three referees to: Dr. William Redden, Chair, Search Committee, School of Physical Education and Athletics, Memorial University of Newfoundland, St.John's, Newfoundland, A1C 5S7.

PHYSICAL EDUCATION & SPORT STUDIES

UNIVERSITY OF ALBERTA: The Department of Physical Education and Sport Studies, University of Alberta, Edmonton, Alberta requires two individuals to teach courses during the 1992 Spring Session. One person is required to teach Sociology of the Body (May 5 - May 22, 1992) and the other person is required to teach Applied Social Psychology of Sport (May 25 - June 6, 1992). Candidates should hold a PhD degree in Physical Education and have experience teaching in the socio-cultural area of physical education with a focus on sociology of the body/applied social psychology of sport. Rank: Assistant or Associate Professor. Salary: $3005 to $3105. Please send applications by February 4, 1992 to: Dr. H. A. Scott, Acting Chair, Department of Physical Education and Sport Studies, University of Alberta Edmonton, Alberta T6G 2H9. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities, and women.

PHYSICS

MEMORIAL UNIVERSITY OF NEWFOUNDLAND - SIR WILFRED GRENFELL COLLEGE: Physics. Sir Wilfred Grenfell College, Memorial University of Newfoundland, invites applications for a tenure-track position in the Department of Physics effective September 1, 1992 (subject to budgetary approval). Candidates in any area of specialization will be considered, though preference will be given applicants having a strong interest in physics education. Ph.D. or near completion preferred. The successful applicant will be required to teach undergraduate courses at the first and second year levels. Rank and salary dependent on qualifications and experience in accordance with the Collective Agreement in force. The College teaches the first two years of Memorial University's Arts and Science curriculum and offers a Bachelor of Fine Arts degree. Planning is underway for the expansion to four-year degree granting status in Arts and Science. It is located in Newfoundland's west coast city of Corner Brook with excellent recreational and cultural facilities and has a population of 30,000. A letter of application with Curriculum Vitae, the names of three references should be submitted to: Professor E.J.F. Hodgett, Vice-Principal, Memorial University of Newfoundland, Sir Wilfred Grenfell College, Corner Brook, NF A2H 5P9. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF SASKATCHEWAN, Faculty Position in Physics. The Department of Physics invites applications for a tenure track position in theoretical physics at the assistant professor level to commence July 1, 1992. Preference will be given to candidates with interests in the areas of astrophysics, cosmology and field theory, and who have a strong commitment to undergraduate and graduate teaching. Applicants with expertise in other areas of theoretical physics will also be considered. The Physics Department's main fields of research are subatomic physics, plasma physics and optical and atmospheric physics. Applications, together with curriculum vitae and letters of recommendation from three referees, should be sent to: Head, Department of Physics, University of Saskatchewan, Saskatoon, Sask. S7N 0W0, prior to February 1, 1992. In accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Saskatchewan is committed to the principles of employment equity. The position is subject to budgetary confirmation.

PHYSIOLOGY

UNIVERSITY OF SASKATCHEWAN, College of Medicine: The Department of Physiology, in collaboration with a newly established Research Center for Cerebral Ischemia, is offering a position for a term up to five years to commence July 1, 1992. Applicants must have a Ph.D., O.D.S., D.V.M. or M.D. and postdoctoral training in neurophysiology/cardiovascular physiology with research expertise in stroke-related research. The successful applicant will devote at least 75% of his/her time toward stroke-related research at the Cerebral Ischemia Research Center as well as teach neurophysiology/cardiovascular physiology in the undergraduate/graduate or service programs offered by the Department of Physiology. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. The University of Saskatchewan is committed to the principles of employment equity. Please send a complete curriculum vitae emphasizing your current and future research interests, along with three letters of reference to the address below by Feb. 15, 1992. Dr. J. Thornhill, Professor and Head, Department of Physiology, College of Medicine, University of Saskatchewan, Saskatoon, Saskatchewan, Canada S7N 0W0.

POLITICAL SCIENCE

UNIVERSITY OF NEW BRUNSWICK: The Political Science Department of the University of New Brunswick is inviting applications for a tenure-track appointment at the rank of assistant professor to teach at the graduate and undergraduate levels. The major area of specialization is U.S. Government and Politics with an additional competence in the governments and politics of South and Central America. A completed Ph.D. is preferable. Candidates nearing completion are also invited to apply. Applications. This appointment is conditional upon budgetary approval. Apply by sending a Curriculum Vitae and the names of three referees to: Cheirperson, Department of Political Science, University of New Brunswick, P.O. Box 4400, Fredericton, N.B., E3B 5A3. Applicants are requested to submit applications to reach before January 31, 1992. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of Employment Equity.

UNIVERSITY OF ALBERTA: The Department of Political Science of University of Alberta, invites applications for a tenurable position at the junior assistant professor level in the field of Canadian Politics. Applicants should have a completed Ph.D. and a commitment to effective teaching and research. Substantial interest or demonstrated competence in public policy is desirable but all subfields will be considered. For 1991-92, the minimum salary for assistant professors is $38,855. A curriculum vitae, three confidential letters of reference and transcripts should be sent to Professor Allan Tupper, Chairperson, Department of Political Science, University of Alberta, Edmonton, Alberta, T6G 2H4 by the deadline of 1 February, 1992 or until position is filled.

The position is subject to confirmation of funding. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

WILFRID LAURIER UNIVERSITY: The Department of Political Science of Wilfrid Laurier University invites applications for an academic appointment commencing July 1, 1992, subject to budgetary approval. The rank and duration of the appointment will be commensurate with academic qualifications, research accomplishment and teaching experience. Although applications are sought from academics in any field(s) of the discipline, areas of particular need include Scope and Methods in Political Science, and World Politics (International Relations). The Department has undergraduate and graduate programs. The university welcomes applications from all qualified women and men. Applications, including curriculum vitae and the names of three referees should be sent by February 28, 1992, to Dr. John McMenamy, Chairperson, Department of Political Science, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

CONCORDIA UNIVERSITY: The Department of Political Science at Concordia University invites applications for two (2) Limited Term Appointments at the level of Assistant Professor. One position will be in Political Theory and the other in International Relations/Comparative Politics. The appointments will be effective from August 1st, 1992 to May 31st, 1993. Candidates will be expected to have a completed Ph.D.; teaching and research experience would be an asset. Application including a curriculum vitae and three letters of reference should be sent to Dr. H. Habib, Chair, Department of Political Science, Concordia University, 1455 de Maisonneuve Blvd., W., Montreal, Quebec H3G 1M8. The closing date for receipt of application is February 15, 1992. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Concordia University is committed to Employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates shall be given priority.

PSYCHOLOGY

ALGOMA UNIVERSITY COLLEGE invites applications for a one-year term appointment in the Department of Psychology for the academic year 1992-93. Algoma offers an undergraduate-centered teaching environment, an excellent quality of life, and competitive salary and benefits. Applicants should have a Ph.D. completed or nearly completed, and should be experienced, dedicated teachers, capable of instructing in a broad range of areas. Applicants should submit a current curriculum vitae and names of three references to: Professor James Gibson, Academic Dean, Algoma University College, 1520 Queen Street East, Sault Ste. Marie, Ontario P6A 2G4. This position may be filled as soon as a suitable applicant is found. This advertisement is directed primarily at Canadian citizens and permanent residents.

THE UNIVERSITY OF LETHBRIDGE: Faculty of Arts and Science, Department of Psychology. 1. *Title:* Assistant Professor, probationary (tenure-track) position, subject to budgetary approval. 2. Qualifications: Ph.D. Strong teaching and research accomplishment or potential in behavioral neuroscience, especially neuroethology and animal behavior. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent resident of Canada. The University aspires to hire persons who have demonstrated potential for excellence in teaching, research and scholarship. Women and men are encouraged to apply for this position. 3. Responsibilities: The successful applicant will be expected to teach a range of courses at all levels of the department's curriculum. These include the introductory psychology course, and courses in human sexuality, drugs and behavior, and neuroethology. In addition, the applicant will be expected to establish and conduct a competitive research program in his/her field. 4. Salary (1991-92): Assistant Professor $36,450 minimum. 5. Applications. Applicants should submit a current curriculum vitae, list of publications, summary of relevant teaching experience, a brief outline of research interests, and arrange for three letters of reference to be sent to: Dr. Roben Arms, Chair, Department of Psychology, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta. T1K 3M4. 6. Effective Date: 01 July 1992. 7. Closing Date: 31 January 1992.

ST. THOMAS MORE COLLEGE, UNIVERSITY OF SASKATCHEWAN: Tenure-stream position in either Developmental Psychology with cognate interests in cognitive psychology or Cognitive Psychology with a developmental focus. The Psychology Department is receiving applications for a tenure-stream appointment (subject to budgetary approval) at the Assistant Professor level to begin July 1, 1992. Both of the areas identified above are open with respect to area of specialization. Candidates should have a Ph.D. (or be close to completion), should be committed to teaching undergraduate courses in their specialty area (and possibly one graduate course), should be prepared to develop a sustained research program, should involve student research at both the graduate and undergraduate levels and should participate collegially in department activities. Send a curriculum vitae, academic transcripts, a statement of research plans, and three letters of reference by March 15, 1992 to Gerald Fanning, Ph.D., Head, Psychology Department, St. Thomas More College, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W6. St. Thomas More College is a Catholic college academically integrated with the University of Saskatchewan, and maintains strong links with the graduate Psychology programs of the University. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications from women candidates are particularly welcome.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND - SIR WILFRED GRENFELL COLLEGE: Psychology. Applications are invited to fill two positions, (1) one tenure-track, (2) one sabbatical replacement, beginning September 1, 1992 (subject to budgetary approval) in a small (six members) and congenial department. Our emphasis is on teaching and department members are engaged in a range of research. Sir Wilfred Grenfell College teaches the first two years of Memorial University's Arts and Science curriculum and offers a Bachelor of Fine Arts programme. Planning is underway for the expansion to four-year degree granting status in Arts and Science. The Psychology Department presently teaches introductory Psychology, second-year service courses and second-year Psychology majors' courses. The College is located in Newfoundland's west coast city of Corner Brook with excellent recreational and cultural facilities and a population of 30,000. A Ph.D. is preferred but all candidates will be considered. Rank and salary dependent on qualifications and experience in accordance with the Collective Agreement. A letter of application with Curriculum Vitae, the names of three references should be sent to: Professor E.J.F. Hodgett, Vice-Principal, Memorial University of Newfoundland, Sir Wilfred Grenfell College, Corner Brook, NF A2H 6P9. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF NEW BRUNSWICK: The Department of Psychology at the University of New Brunswick (Fredericton Campus) invites applications for a tenure track position in: Physiological/behavioural neuroscience. The successful candidate will have an active research programme and a strong commitment to teaching, and will be expected to teach undergraduate physiological courses and labs, contribute to our biopsychology programme, and teach at the graduate level. Quantitative or applied/clinical interests would be welcome as secondary skills. The University of New Brunswick is committed to the principle of employment equity. In accordance with Canadian immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents. Interested applicants should send a curriculum vitae, recent publications, a statement of research and teaching interests, and 3 letters of reference to: C. A. Cameron, Chair, Psychology Department, University of New Brunswick, Fredericton, NB, E3B 6E4, Fax: (506) 453-4505. Applicants should respond as soon as possible. The expected closing date is February 1992.

ST. THOMAS UNIVERSITY: The department of psychology at St. Thomas University invites applications for two positions: one probationary (tenure-track) and one two-year limited term at the rank of assistant professor, effective July 1, 1992. The successful candidates will be expected to teach a standard load of three full courses or equivalent and to supervise honours thesis research. For the probationary position, we are seeking a person with teaching and research excellence in life-span developmental psychology with specialization in aging. For the limited-term position, we are seeking a person with teaching and research excellence in an area of applied psychology (preferably industrial/organizational, health, or environmental) and teaching excellence in research design and statistics. A Ph.D. degree is required for the probationary position. A Ph.D. is expected for the limited-term position as well, but applicants with a Ph.D. near completion may be considered for an appointment at the rank of lecturer. Applicants are asked to submit a curriculum vitae and samples of scholarly work, and to arrange to have three letters of recommendation sent directly to Dr. Gary Waller, Chair, Department of Psychology, St. Thomas University, P.O. Box 4569, Fredericton, New Brunswick, E3B 5G3 (FAX: (506) 450-9615). Closing date: February 14, 1992. Applicants are responsible for ensuring that their files, within the letters of reference, are complete by this date. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. St. Thomas University is committed to employment equity for women, native people, members of visible minority groups and persons with disabilities.

SIMON FRASER UNIVERSITY: The Psychology Department invites applications for a tenure-track position at the Assistant Professor level, starting September, 1992, subject to budgetary approval, in the field of behavioural neuroscience. Qualifications include a PhD, an active research program, and a commitment to teaching. In addition to teaching undergraduate and graduate courses in his or her specialty areas, it would be advantageous if the successful candidate could contribute to core teaching in such areas as introductory psychology, research methods, data analysis, and the history of psychology. Salary will be commensurate with qualifications and experience. Send letter of application, curriculum vitae, a sample of recent research, and three letters of reference to Dr. Barry Beyerstein, Search Committee Chair, Department of Psychology, Simon Fraser University, Burnaby, B.C., V5A 1S6. The closing date for applications is January 31. In accordance with Canadian immigration requirements, this advertisement is directed to people who are eligible for employment in Canada at the time of application. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants.

UNIVERSITY OF WATERLOO: The Department of Psychology at the University of Waterloo anticipates openings in Clinical Psychology, Cognitive Psychology, and Industrial/Organizational Psychology. The preference is for appointments at the level of assistant professor, but applications at the associate level are welcome and will be considered. Responsibilities include teaching at both the graduate and undergraduate levels, development of a sustained research program, supervision of student research, and collegial participation in department activities. The clinical psychology position requires a Ph.D from an approved doctoral programme in clinical psychology and duties of the position include clinical supervision. Applicants should submit a cover letter, vita and samples of scholarly work, and should arrange to have at least three letters of recommendation sent directly to Dr. T. Gary Waller, Chair, Department of Psychology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Consideration of applicants will begin December 15, 1992. Appointments are subject to budgetary approval. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples and persons with disabilities. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

RELATIONS INDUSTRIELLES

UNIVERSITE LAVAL: Faculté des Sciences Sociales - Professeures ou Professeurs en Relations Industrielles. Le Département des relations industrielles est à la recherche de professeurs et professeures pour fournir des enseignements aux premier, deuxième et troisième cycles, faire de la recherche et diriger des thèses de maîtrise et de doctoral dans les domaines suivants: Analyse des marchés du travail et politique de main-d'oeuvre; Gestion des ressources humaines, Relations du travail. Les professeurs et professeures devront aussi participer aux autres activités académiques et administratives du Département. Qualifications: Les candidats et candidates détiennent un doctoral ou l'équivalent, en relations industrielles ou dans l'une des disciplines connexes. Les candidatures de personnes déjà engagées dans des études doctorales seront considérées. L'Université applique un programme d'accès à l'égalité qui consacre la moitié des postes vacants à l'engagement de femmes. Date d'entrée en fonction: 1er juin 1992. Traitement: Selon la convention collective. Faites parvenir votre curriculum vitae avant le 15 février 1992 à Gilles Lallamme, directeur, Département des relations industrielles, Pavillon J.A. DeSève, Université Laval, Sainte-Foy, Qc, G1K 7P4 Canada.

Appuyez

AIDEZ-NOUS À BRISER LE CYCLE DE LA PAUVRETÉ

l'USC Canada

56 Sparks
Ottawa
K1P 5B1
(613) 234-6827

School of Architecture

The School of Architecture is seeking applicants for a position in Architectural Design. It is a tenure-track position at the level of either Assistant or Associate Professor, depending on experience, for appointment in Fall 1992.

The School currently enrols 135 students in a 3-year professional program, as well as a number of post-professional graduate students. There are presently 14 full-time faculty members, 5 of whom were recently appointed, and a number of adjunct and sessional faculty, supported by the resources of a large urban university.

Applicants should be able to teach in both programs; and have a strong commitment to scholarly activities, and publications related to societal issues confronting contemporary architects.

Applicants must hold a post-professional, advanced degree in architectural design or have completed a body of high quality work. Preference will be given to candidates who have achieved or shown the promise of achieving distinction in architectural design, and who have teaching experience in this field. Applicants should be responsive to the School's growing capacity in computer aided design.

The salary will depend on rank and experience, and the position is subject to final budgetary approval.

Applicants should send résumés and a list of referees by February 15, 1992 to:

Professor Santord Hirshen, Director
School of Architecture
The University of British Columbia
6333 Memorial Road
Vancouver, B.C., V6T 1Z2

The University of British Columbia encourages qualified women and minority applicants. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

CENTRE FOR HIGHER EDUCATION RESEARCH AND DEVELOPMENT

CHERD has an established record in the field of management training and development for post-secondary administrators from across Canada. Taught by faculty with a range of disciplinary and applied perspectives, the courses are targeted to those directly concerned with administration and leadership of institutions of higher learning. Four national courses will be offered in 1992. Of particular interest is a new program for department chairs and associate deans:

MANAGING THE DYNAMICS OF ACADEMIC LEADERSHIP
April 24-May 1, 1992 Langdon Hall, Cambridge, Ontario

Canadian universities are faced with the continuing challenge to maintain and enhance the quality of academic programs and activities with fewer human and financial resources. Academics holding administrative posts within faculties and schools are in a vital position to effect the quality of the academy. This rigorous and highly interactive course for department chairs and associate deans is a powerful tool that will speed up and smooth out the transition from academic to academic administrator and enhance management skills in a broad range of areas. It provides an excellent opportunity for participants to share their experience and build a strong network for ongoing support. The case study method is used to enable participants to benefit from a "hands on" approach to problem solving. The curriculum includes the basic elements of academic leadership, financial planning and budget control, dispute mediation and conflict management, handling competing needs of constituent groups, motivation and performance of professionals, and administrative law, including the concepts of natural justice and fairness. Registration is limited to 30 participants. Course fee is $3,000 GST exempt.

THE ART OF NAVIGATING CHANGE
February 22-25, 1992 Dunsmuir Lodge, Sidney, British Columbia

This short course examines the capacity of the current structure of our institutions to solve problems created by change, the development of strategies for generating institutional flexibility, and such behavioral aspects as securing commitment to the implementation of new policies and procedures, and managing competing values of the relevant constituencies. Participant-based case studies will be integrated into the curriculum. Senior administrators and alumni of UMC, who are particularly concerned with achieving important change(s) within their unit or institution, will benefit most from this intensive course. Registration is limited to 20 participants. Course fee is $1,800 GST exempt.

The Centre also offers two courses well known in Canada's higher education community:

SENIOR UNIVERSITY ADMINISTRATORS COURSE (SUAC) at The Banff Centre, Banff, Alberta, from May 3 to 14, 1992. Registration is limited to 35 participants. Course fee is $3,850 GST exempt.

UNIVERSITY MANAGEMENT COURSE (UMC) Session 1: May 8-15, 1992 at the Kempenfelt Conference Centre, Barrie, Ontario and Session 2: June 12-19, 1992 at The Banff Centre, Banff, Alberta. Registration is limited to 35 participants in each session. Course fee is $2,750 GST exempt.

Nominations from institutions and applications from individuals will be accepted. As participation in courses is limited, early application is advised. Detailed information and registration materials are available from:

Centre for Higher Education Research and Development
The University of Manitoba,
Winnipeg, Manitoba, Canada R3T 2N2
Telephone: 204-474-8309
Fax: 204-275-0831
BitNet: CHERD@CCM.UMANITOBA.CA

FACULTY OF ARTS AND SCIENCE

Nipissing University College requires qualified university instructors to teach the following courses, pending Senate approval:

Spring Session 1992
Tentative Date
(April 13, 1992 to June 30, 1992)

CLAS 2505: Classical Art and Architecture (6 cr)
ENGL 2505: Chaucer (6 cr)
HIST 3505: History of the United States (6 cr)
PHIL 3475: Existentialism (6 cr)

Summer Session 1992
(July 6, 1992 to August 20, 1992)

ADMN 3136: Introduction to Organizational Behaviour (3 cr)
ADMN 3137: Management of Human Resources (3 cr)
PSYC 3105: Comparative Psychology (6 cr)
SWLF 3296: Post-industrial Society and Social Welfare (3 cr)

Applicants are expected to possess a Ph.D. or near completion.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

The stipend is $5,565 (under review) plus travel and accommodation allowances. Please send a curriculum vitae and arrange to have three letters of reference sent to Dr. Ted Chase, Dean of Arts and Science at:

Nipissing University College
Affiliated with Laurentian University

100 College Drive, Box 5002, North Bay, Ontario P1B 8L7 (705) 474-3450

SIMON FRASER UNIVERSITY

DEAN
FACULTY OF ARTS

Simon Fraser University invites applications and nominations for the position of Dean of Arts. The position is for a term of five years beginning September 1, 1992, or as soon as possible thereafter.

The Faculty of Arts includes 22 Departments, Schools and Programs. These cover the humanities and social science disciplines and include as well several interdisciplinary units. The Faculty of Arts has over 300 faculty members, 6,500 FTE undergraduate students, and 450 FTE graduate students. The Faculty has experienced substantial growth in recent years and is the largest Faculty at Simon Fraser, the Faculty of Arts strongly represents the University's commitments to accessibility and innovation in undergraduate education, an increasing emphasis on graduate education, and excellence in research.

The Dean should be an experienced, dynamic and flexible academic with the background, interests, and motivation to occupy a leadership position in a diverse organization. The Dean will be expected to guide the Faculty in fulfilling its commitment to teaching, research, and service to its various communities.

Simon Fraser University is committed to an employment equity program and invites applications from all qualified persons. The University is concerned about underrepresentation of women in administration and wishes to encourage applications from qualified women.

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Applications and nominations, accompanied by a curriculum vitae and the names of three referees, should be sent to:

Dr. John M. Munro
Vice-President, Academic
Simon Fraser University
Burnaby, B.C. V5A 1S6
(FAX: (604) 291-5876)

The closing date for the receipt of applications is February 15, 1992.

RELIGIOUS STUDIES

THE UNIVERSITY OF WINNIPEG, Department of Religious Studies seeks a scholar whose teaching and research interests address gender-nuanced theoretical and interpretive issues in the cross-cultural study of religion. Specialization in a non-western culture is preferred, especially East Asian/South Asian/Islamic traditions. The position (subject to budgetary approval) is tenure-track and will most probably be filled at the Assistant rank, though applications at the Associate rank will be considered. The starting date is September 1, 1992 or mutually agreed upon date. Primary teaching responsibilities are at the undergraduate level with opportunities for occasional teaching and thesis supervision at the Masters' level. Candidates with a completed Ph.D. who can demonstrate both excellence in teaching and a commitment to research are preferred, though ABDs will be considered. The University of Winnipeg is a small liberal arts and science university located in the ethnically diverse core of the city. The Department of Religious Studies operates internally on the principles of collegiality and cooperative decision making, and offers both the advantages and disadvantages typical of a small department. The application deadline is February 28, 1992, though earlier application is strongly encouraged. Applications should include a covering letter, curriculum Vitae, 3 letters of reference, student evaluations of teaching (when possible) and core sample of the applicant's work, and should be addressed to: Dr. Peggy L. Day, Chair, Search Committee, Department of Religious Studies, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9. In accordance with Canadian immigration requirements, this advertisement is directed first at Canadian citizens and permanent residents. Salary is commensurate with experience.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND - SIR WILFRED GRENFELL COLLEGE: Religious Studies. Sir Wilfred Grenfell College invites applications for a one-year replacement position (subject to budgetary approval) in Religious Studies commencing September 1, 1992. Ph.D. or near completion is required. The successful candidate will be required to teach introductory courses in Religious Studies and should be able to teach in at least two of the following areas. Biblical Studies, Eastern Religions, Religion and Ethics, Christian Thought and History, Religious and Modern Culture. Rank and salary dependent upon qualifications and experience in accordance with the Collective Agreement. Sir Wilfred Grenfell College teaches the first two years of Memorial University's Arts and Science curriculum and offers a Bachelor of Fine Arts degree. Planning is underway for the expansion to four-year degree granting status in Arts and Science. The College is located on Newfoundland's west coast city of Corner Brook with excellent recreational and cultural facilities and a population of 30,000. A letter of application with Curriculum Vitae, the names of three references should be sent to: Professor E.J.F. Hodgett, Vice-Principal, Memorial University of Newfoundland, Sir Wilfred Grenfell College, Corner Brook, NF, A2H 6P9. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

McGILL UNIVERSITY: The Faculty of Religious Studies, McGill University, invites applications for a tenure track appointment in Church History with a specialization in Canadian studies. The appointment is at the Assistant Professor level and will begin January 1, 1993. Candidates must demonstrate a strong research potential; a completed Ph.D. is preferred. Salary will be commensurate with qualifications and experience (minimum salary for the rank is $40,375). In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Closing date for receipt of applications is March 1, 1992. Applications, including a complete dossier and at least three letters of reference should be directly from the referees, should be forwarded to Dean Donna Runnalls, Faculty of Religious Studies, McGill University, 3520 University St., Montreal P.Q., H3A 2A7.

SCULPTURE

MEMORIAL UNIVERSITY OF NEWFOUNDLAND - SIR WILFRED GRENFELL COLLEGE: Visual Arts, Sculpture. Sir Wilfred Grenfell College, Memorial University of Newfoundland, invites applications for a one-year replacement position beginning September 1, 1992 (subject to budgetary approval). The successful candidate will be responsible for teaching courses in Sculpture as part of a four-year Bachelor of Fine Arts programme. Candidates should have an M.F.A. degree or equivalent, exhibition record, teaching experience at the post-secondary level and a commitment to excellence in teaching. A knowledge of safe studio practices, the ability to work in several media, strong drawing skills and a knowledge of modern and traditional methods and theories are highly desirable. Rank and salary are dependent upon qualifications and experience in accordance with the Collective Agreement. The College teaches the first two years of Memorial University's Arts and Science curriculum. Planning is underway for the expansion to four-year degree granting status in Arts and Science. It is located in Newfoundland's west coast city of Corner Brook with excellent recreational and cultural facilities and has a population of 30,000 people. A letter of application with a Curriculum Vitae, the names of three references and slides of recent work should be sent to: Professor Michael Coyne, Head, Department of Visual Arts, Memorial University of Newfoundland, Sir Wilfred Grenfell College, Corner Brook, NF A2H 6P9. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

SOCIAL WORK

KING'S COLLEGE, THE UNIVERSITY OF WESTERN ONTARIO: Department of Social Work. Applications are invited for two tenure track positions in the Department of Social Work commencing July 1, 1992. Proven teaching expertise in clinical Social Work practice with emphasis on the family is required for one position. Proven teaching expertise in Canadian Social Welfare policy is required for the other position. Both positions also require proven research abilities. Applicants should have completed a doctorate in Social Work or related discipline. Salary and rank will be commensurate with qualifications and experience. King's College is a Liberal Arts and Social Sciences College affiliated with The University of Western Ontario. It is sponsored by the Roman Catholic diocese of London, Ontario. It offers a B.S.W. program and is moving toward the establishment of an M.S.W. program in the near future. The faculty of the Department of Social Work is part of a full-time faculty complement of sixty at the College which has an overall enrollment of approximately 1,575 students. Applications, along with a curriculum vitae, a summary of research activities, a sample of academic writing, and the names of three references should be sent to: Dr. L. Canzona, Acting Director, Department of Social Work, King's College, The University of Western Ontario, 266 Epworth Avenue, London, Ontario N6A 2M3. Deadline: February 28, 1992, or until the positions are filled. King's College is an equal opportunity employer. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

WILFRID LAURIER UNIVERSITY. Subject to budgetary approval, applications are invited for a tenure stream position at the associate or full professor level. The successful applicant will be expected to teach primarily in the doctoral program. Candidates should have a completed doctorate and a national or international reputation in clinical research and publication. Applications, including a curriculum vitae and the names and addresses of three referees, should be addressed to Dr. Shankar A. Yelaja, Dean, Faculty of Social Work, Wilfrid Lauier University, 75 University Avenue West, Waterloo, Ontario N2L 3C5. Applications will be accepted until the position is filled. The University welcomes applications from qualified women and men. Wilfrid Lauier University provides a smoke-free work environment. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

SOCIOLOGY

ST. THOMAS MORE COLLEGE: The Department of Sociology at St. Thomas More College, University of Saskatchewan, invites applications for a one year term appointment in Sociology at the assistant professor level commencing July 1, 1992. (Subject to budgetary approval). Candidates should possess a Doctoral degree in Sociology by the time of appointment. The Department's chief areas of interest are family and religion, but applications from candidates with specialties in theory, social psychology, and communications will also be given serious consideration. Salary will be commensurate with qualifications and experience. Send an application with curriculum vitae, academic transcripts, and three letters of reference to: Professor Ron Griffin, Chair, Department of Sociology, St. Thomas More College, 1437 College Drive, Saskatoon, Saskatchewan, S7N 0W0. Closing date for applications is February 15, 1992. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

BROCK UNIVERSITY: The Department of Sociology invites applications for a tenure-track position at the Assistant Professor level, a 2-year contractually limited appointment and a 1-year contractually limited appointment. All three positions are subject to budgetary approval. Applicants should have expertise in one or more of the following areas: criminology/corrections, social anthropology, education and mass media. Teaching load includes Introductory Sociology and/or Research Methodology. Salaries commensurate with qualifications and experience. The appointments will commence on July 1, 1992. Applicants for the tenure-track position should hold a Ph.D. in Sociology or a related discipline. Applications, including a current curriculum vitae and the names and addresses of three referees should be sent to Ann Duffy, Chair, Appointments Committee, Department of Sociology, Brock University, St. Catherines, Ontario, L2S 3A1. The deadline for applications is January 31, 1992. Brock University is an equal opportunity employer. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Smoking at Brock University is strictly controlled.

BRESCIA COLLEGE AFFILIATED WITH THE UNIVERSITY OF WESTERN ONTARIO invites applications at the Assistant Professor level beginning July 1, 1992. Applicants should have a PhD completed and be involved in an active research program. Duties will include teaching undergraduate courses. Preference will be given to candidates with expertise in at least two of the following areas: Methodology and Statistics, Social Psychology, Deviance, Change, and Social Stratification. The ability to teach effectively is expected. Rank and salary according to experience and qualifications. Send curriculum vitae and the names of three references to Sister Dolores Kuntz, 1285 Western Road, London, Ontario, N6G 1H2. Applications will be received until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

BISHOP'S UNIVERSITY: Sociology. Applications are invited for a one-year position to replace a faculty member on sabbatical leave for 1992-93. A PhD (or near completion) is required. The appointment which will commence on July 1 or September 1, 1992, will involve the teaching of undergraduate courses in classical and contemporary theory. In addition, experience/competence teaching in any of the following would be an advantage: Deviance, Gender, Ethnographics, Introductory Sociology and/or Community Studies. Send applications, including curriculum vitae and the names of three referees to: Dr. C. Rose, Dean, Division of Social Sciences, Bishop's University, Lennoxville, Quebec, J1M 1Z7. Closing date: 1 March 1992. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF WATERLOO: Department of Sociology. Applications are invited for a tenure track faculty position at the Assistant Professor level. Ph.D. required. The Department will give special consideration to candidates in medical sociology, deviance, family sociology, sociology of science, 3rd world and urban, but other areas will also be considered. Salary is commensurate with qualifications and experience. Send your CV and names of three references to Chair, Recruitment and Selection Committee, Department of Sociology, University of Waterloo, Waterloo, Ont., N2L 3G1. The availability of this position is subject to budgetary approval. It is the intention of the University of Waterloo to fill vacancies with recent Ph.Os appointed as Assistant Professors whenever possible. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Effective date of appointment: July 1, 1992. Closing date for applications is January 31, 1992, or until filled. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

STATISTICS & ACTUARIAL SCIENCE

UNIVERSITY OF WATERLOO: Department of Statistics & Actuarial Science. Applications are being accepted for two definite term positions (two or three year terms) in Statistics at the Assistant Professor level, subject to budgetary approval. Applicants must have a PhD in statistics or probability with proven ability in, or potential for research, and good teaching and communication skills. Duties include undergraduate and graduate teaching, and development of an independent research program. Salary commensurate with qualifications and experience. Appointment effective July 1, 1992 or later. The closing date for applications is Feb. 29, 1992. Send curriculum vitae and arrange to have letters of reference to be sent to Professor K.S. Brown, Chair, Department of Statistics and Actuarial Science, University of Waterloo, Waterloo, Ontario, N2L 3G1 Canada. In accordance with Canadian immigration requirements, this advertisement is directed, in the first instance, to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

SURGERY

THE UNIVERSITY OF AUCKLAND, NEW ZEALAND: School of Medicine, A Senior Lectureship in Orthopaedic Surgery (Limited Term Appointment - 3 years), Department of Surgery, School of Medicine (Vacancy UAC 104). The Department of Surgery is located at both Auckland and Middlemore Hospitals with staff holding appointments in general surgery, orthopaedic surgery, ophthalmic surgery and plastic surgery. It is planned to include North Shore Hospital in the orthopaedic teaching rotation from 1992. The term of appointment is for 3 years from the date of commencement and the appointee will be based at Middlemore Hospital but will also have an attachment to North Shore Hospital with a clinical duties commitment of 50% for general and elective orthopaedic surgery. Candidates must hold a medical qualification registrable in New Zealand together with a recognised postgraduate qualification in surgery and should have some experience in teaching undergraduate and postgraduate medical students. The successful applicant must have an acceptable level of training and experience in orthopaedic surgery, preferably in the field of adult orthopaedics. He/she must have demonstrated an ability to undertake research in some aspect of orthopaedic surgery and will be required to initiate and pursue research activities in this field. Commencing salary will be established within the range $NZ67,808 - $NZ87,568 per annum. Conditions of Appointment and Method of Application are available from the Assistant Registrar, Academic Appointments, University of Auckland, Private Bag, Auckland, to whom applications should be forwarded by 14 February 1992. Please quote Vacancy Number UAC.104 in all correspondence. The University of Auckland - An Equal Employment Opportunity Employer.

T.E.S.L.

UNIVERSITY OF ALBERTA: TESL Education Vacancy. Applications are invited for a tenure track position in TESL (Teaching English as a Second Language) in the Department of Adult, Career and Technology Education at the University of Alberta, Edmonton. The successful applicant will be involved in the provision of TESL training for undergraduate students preparing to enter the K-12 system, as well for the TESL education of students in diploma and graduate degree programs in adult & higher education. The appointment will be made at the assistant professor level (current salary $38,955 - 55,755) and will be effective July 1st, 1992, (subject to confirmation of funding). All applicants should have a BEd or its equivalent and e doctorate, substantial experience working in the fields of ESL and intercultural education, and demonstrated abilities in research and publication. The successful applicant will be able to conduct collaborative projects with practitioners in the program development activities, supervise graduate students at both the K-12 and post-secondary levels, and maintain an active scholarly and professional program. Letters of application should include a CV, a statement of research and teaching interests, addresses and telephone numbers of three referees and a recent publication. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications should be sent prior to February 28, 1992 to: Dr. Aileen G. Konrad, Chair, Adult, Career and Technology Education, University of Alberta, Edmonton, Alberta, T6G 2G5; (403) 492-0544. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities, and women.

CONCORDIA UNIVERSITY. The Centre for Teaching English as a Second Language invites applications for a tenure-track position, at the rank of Assistant Professor, beginning 1 August 1992. The mission of the TESL Centre includes the provision of leadership in English as a second language education in Quebec and the rest of Canada, and to prepare, at the undergraduate and graduate levels, teachers and other professionals employed in the area of language education and applied linguistics to staff, develop, manage and evaluate ESL education programs in Quebec and in the wider national and international community. The position is for someone who can demonstrate competence and a central interest in the training of ESL teachers and the clinical supervision of TESL interns. In addition, the successful candidate will be capable of teaching, at both graduate and undergraduate levels, in one or more of the following areas: methods of teaching and testing ESL; curriculum development and materials design; phonetics/phonology; second-language acquisition; sociolinguistics/bilingualism. Candidates should be able to function in both English and French, have a Ph.D. or equivalent, research in TESL/Applied Linguistics, have demonstrated their expertise in teaching ESL, and have had experience as a teacher educator. Applications, together with a C.V., copies of publications, and the names of three referees should be sent to Professor Ronald Mackay, Director, TESL Centre, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, Canada, H3G 1M8. The closing date for applications is February 29, 1992. Preliminary interviews will be conducted in Montreal, and also at the TESOL annual convention in Vancouver, B.C., 1992 at the IATEFL/ALL conference in Edinburgh in April 1992. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates shall be given priority

VISUAL ARTS

LAKEHEAD UNIVERSITY: The Department of Visual Arts invites applications for a probationary (tenure-track) position in painting and drawing. The appointment would be at the assistant professor level and would be effective July 1, 1992. This appointment is subject to final budgetary approval. The successful candidate will have an M.F.A., an exhibition/research record, and university teaching experience. Teaching assignments will range from introductory to upper-level courses. The candidate will be expected to play a contributing role in the development of the Visual Arts program. Applicants should submit a letter of application, curriculum vitae, slides and the names, addresses and phone numbers of three references to: Dr. J. Gellert, Dean of Arts and Science, Lakehead University, 955 Oliver Road, Thunder Bay, Ontario, P7B 5E1. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

WOMEN'S & GENDER STUDIES

UNIVERSITY OF SASKATCHEWAN: Women's and Gender Studies. The College of Arts and Science invites applications for a tenure-track position in Women's and Gender Studies at the Associate Professor rank effective July 1, 1992. The successful applicant will be expected to provide leadership in the development of Women's and Gender Studies in the College. We are looking for an individual whose primary training is in Women's and Gender Studies or who has substantial knowledge of and demonstrated expertise in a specified area of Women's and Gender Studies. She/he should be eligible for membership in one of the established departments of the College. Applicants should hold a Ph.D. or equivalent, have experience teaching in and developing curricula for Women's and Gender Studies, have an established program of research or scholarly work, and have demonstrated administrative experience and leadership qualities. In accordance with immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Other qualified applicants are also invited to apply. The University of Saskatchewan is committed to the principles of employment equity. Applicants should submit a letter of application and a curriculum vitae, and arrange to have three letters of reference sent by March 31, 1992 to: David W. Atkinson, Dean, College of Arts and Science, University of Saskatchewan, Saskatoon, Saskatchewan, Caneda, S7N 0W0.

THEOLOGY

ST. JOSEPH'S COLLEGE, AT THE UNIVERSITY OF ALBERTA: Applications for a position as Assistant/Associate Professor (tenure stream or tenured) in Moral Theology are invited; candidates must have a doctorate in Catholic theology and demonstrated competence in moral theology. For appointment as Associate Professor a candidate must have proven teaching ability and an appropriate publication record. Duties, which will commence July 1, 1992, will include teaching moral theology, including ethics and field research. 1991-92 salary range: Assistant Professor $38,955-$55,755 per annum; Associate Professor $48,083-$70,331 per annum. Salary and rank will be commensurate with qualifications and experience and in accordance with the University's pay scale; appointment is subject to final budgetary approval. Send application and c.v. and have transcripts and 3 letters of reference sent directly to Owen T.F. Hannagel, St. Joseph's College; University of Alberta campus, Edmonton, Alberta T6G 2J5 by January 31, 1992. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ACCOMMOODATION

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Faculty of Education University of Toronto

Applications are invited for a tenure stream position in the following area:

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Preferred candidates will possess a doctoral degree and have relevant field-based experience. Demonstrated scholarship is a requirement.

Duties will include program development, teaching at the undergraduate and possibly graduate levels, practicum supervision, research and field development.

Rank and salary for the position will be commensurate with qualifications and experience.

The appointment will commence July 1, 1992, or later.

Applications with full curriculum vitae and the names and addresses of three referees should be submitted by January 30, 1992 to **Professor Michael G. Fullan, Dean, Faculty of Education, University of Toronto, 371 Bloor Street West, Toronto, M5S 2R7.**

Both men and women are encouraged to apply.

Subject to budgetary approval.

UNIVERSITY OF
WINDSOR
DEPARTMENT OF HISTORY

Tenure Stream Appointment in Archival Studies

The Department of History, University of Windsor, invites applications for a tenure stream position to develop, organize, and teach in a new master's level program in Archival Studies and to direct the Archival Studies Graduates of this program would receive an M.A. in History and a Certificate in Archival Studies. Qualifications: Extensive archival training and experience at an administrative level required; Ph.D. in History preferred; publications, teaching experience and an M.A. in Archival Studies desirable; competency in French as well as English will be an advantage.

The incumbent's responsibilities will be approximately 60 percent in the History Department and 40 percent in the University archives. Duties in the History Department will include teaching courses in archival science, directing student research and supervising internships. Rank will depend on qualifications. The appointment, subject to final budgetary approval, will be effective July 1, 1992.

The University is committed to equity in employment and female candidates are especially encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including curriculum vitae and the names of three referees, at least one of whom can evaluate the candidate's academic qualifications, should be sent to: **The Head, Department of History, University of Windsor, Windsor, Ontario, N9B 3P4, Fax (519) 973-7050.** Applications will be accepted until 15 February 1992.

McGill

Dean of Continuing Education

Nominations and applications are invited for the position of Dean of Continuing Education of McGill University. The appointment, effective June 1, 1992, is normally for a five-year term and may be renewed.

The Dean of Continuing Education is responsible to the Vice-Principal (Academic) for the supervision and administration of the academic programs, budgets, and all activities of the Faculty. Candidates should have appropriate scholarly and administrative experience; facility in both English and French is desirable.

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

Nominations and applications will be most useful if accompanied by a detailed curriculum vitae and the names of three referees, and should be submitted by February 1, 1992 to:

Dr. W.C. Leggett
Vice-Principal (Academic)
McGill University
845 Sherbrooke Street, West
Montreal, Quebec
H3A 2T5

EDUCATION: ACADEMIC APPOINTMENT ENGLISH/LANGUAGE ARTS

The Faculty of Education invites applications for a tenure-track position in English/Language Arts, with an elementary school focus. This position is in the Division of Curriculum Studies. Responsibilities will include teaching and supervision in the graduate programme and in the elementary pre-service programme as well as related research and publication activities.

The successful candidate will have a Ph.O. or equivalent degree, a research/publication record and teaching experience in one or more areas related to the early years of elementary schooling.

Salary and rank will be commensurate with qualifications and experience. The appointment is subject to budget approval and will commence July 1, 1992.

Applications including a curriculum vitae and the names of three referees should be sent by **February 15, 1992** to:

Dr. B.B. Kymlicka
Acting Oean
Faculty of Education
The University of Western Ontario
1137 Western Road
London, Ontario
Canada N6G 1G7

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

way end shopping; All major appliances; Parking; Large deck and garden; Available from June/August 1992 until July/August 1993; Rent $2,000 a month, plus utilities; Contact (416) 535-9353.

HOUSE SWAP WANTED: We live in the historic city of York, England, in a comfortable modernised 4-bedroomed house originally built in 1830, with conservatory and large garden, 1 mile from York centre. We have two young children (now 2 and 4), and are interested in doing swaps with congenial people anywhere. For August 1992 we want to be in Quebec City, Canada, and want to know if there are any Quebecois out there interested in a house swap, car swap also sought. For July and September we would be interested in swaps within Eastern Canada or NE USA. Please write to John and Shirley Bibby, 1 Strayfands Grove, York Y03 0EB, England.

ENGLAND SABBATICAL. Period row house in picturesque Arundel, Sussex; Completely renovated, modern appliances; 1 bedroom and 1 loft-bedroom, 2 baths, lovely garden; 1 1/2 hour train service to London; 6 months July - December, $950.00 month; No children; Dr. Hugh French, Department of Geology, University of Ottawa, Ottawa, K1N 6N5; 1-613-564-6829; 563-0022.

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Charming 4-bedroom family home in Point Grey area of Vancouver, B.C. available for rent July 1, 1992 to June 1993; Location 5 minutes from University of British Columbia; Large lot with lawn; All conveniences; John P. Sloan, M.D., 3521 West 37th Avenue, Vancouver, B.C. V6N 2V7 (604) 261-8261.

VISITING TORONTO? Bed and Breakfast from $50.00 daily; Furnished apartment from $345.00 weekly. No additional tax. Near U. of T. Ashleigh Heritage Home (416) 535-4000.

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MAY / MAI	APRIL 8 / 8 AVRIL	APRIL 15 / 15 AVRIL
JUNE / JUIN	MAY 8 / 8 MAI	MAY 15 / 15 MAI

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Advertising Coordinator/Publicité: Liza R. Duhaime fax: (613) 232-0494

SIMON FRASER UNIVERSITY

ASSISTANT PROFESSOR IN VISUAL ARTS

The School for the Contemporary Arts at Simon Fraser University intends to make a tenure track appointment in visual arts at the level of Assistant Professor for the fall of 1992.

Candidates with an M.F.A. or equivalent, a substantial exhibition record, a strong background in photo-based arts and other media, and the ability to teach interdisciplinary undergraduate and graduate courses in studio and theory are encouraged to apply. Demonstrated familiarity with current critical and theoretical debates and their application to studio teaching is a necessary requirement.

A letter of application, slides of recent work (maximum 20 slides), a curriculum vitae and the names of three referees should be sent to:

Professor Rudolf Komorous, Director
School for the Contemporary Arts
Simon Fraser University
Burnaby, B.C. V5A 1S6
Tel: (604) 291-3603
Fax: (604) 291-5907

Applications must be received by February 1, 1992.

The availability of this position is subject to budgetary approval. This advertisement is directed to people who are eligible for employment in Canada at the time of application. Simon Fraser University is committed to an employment equity program and invites applications from all qualified persons

NOTICEBOARD

THE INSTITUTE OF NORTHERN ONTARIO RESEARCH AND DEVELOPMENT (INORD) at Laurentian University in Sudbury, Ontario will hold its third annual **conference January 24 - 25, 1992.** This years conference will be "Rebirth: Social, Economic, and Political Development in First Nations". Registration fee: $55. For further information, contact Anne-Maria Mawhiney, Director, INORD, Laurentian University, Sudbury, Ontario P3E 2C6.

ASSOCIATION FOR DEATH EDUCATION AND COUNSELLING, 14th Annual Conference, Boston, MA, March 6 - 8, 1992. Theme: Catastrophic Loss: Global and Personal - Making a Difference. Keynote Speakers: Dr. Howard Clinebell, Jr. - topic: Confronting Global Catastrophe; Dr. Robert Coles - topic: The Child & the Family; Dr. Beverly Raphael - topic: Psychological Trauma: Therapeutic Intervention. Invited papers and roundtable presentations. Exhibits of books, media and resource materials. Preconference programs: March 4-5, 1992: The AOEC Education Institute will be offering preconference professional development certification courses and workshops. CEUs for the conference, workshops and certification courses will be available. For further information contact: Sue Berry, ADEC, Dept. GA, 638 Prospect Ave., Hartford, CT 06105-4298; tel: (203) 232-4825 or fax: (203) 232-0819.

THE WESTERN CANADIAN ASSOCIATION FOR STUDENT TEACHING - WestCAST: Annual conference 1992, February 26-29, Edmonton, Alberta is sponsored by the Faculty of Education and the Faculté Saint-Jean, University of Alberta. The keynote speaker will be Kenneth Zeichner, University of Wisconsin. In addition, over 40 presentations will be scheduled to provide a forum for discussion on directions for field experiences in teacher education. For information and registration materials, contact WestCAST '92 Registration, Field Experiences, Faculty of Education, Room 833 Education South, University of Alberta, Edmonton, Alberta T6G 2G5; Fax (403) 492-0236.

LEARNING TO BUILD COMMUNITIES, an International conference (10-13 May 1992, Whistler, British Columbia), will examine the challenges of building better communities in the context of increasingly rapid economic, political, and social change. This gathering of over 400 participants — adult educators, community development officers, correctional educators, educational administrators, literacy instructors, Native project workers, policymakers, researchers, resource managers, social workers, workplace teachers, and others — will explore the educational strategies and resources needed to build strong and healthy communities. Hosted by the British Columbia Association of Continuing Education Administrators, the North West Adult Education Association, and the Pacific Association for Continuing Education. For more information, write: Learning to Build Communities, Continuing Studies, Simon Fraser University, 515 West Hastings St., Vancouver, B.C. V6B 5K3; fax: (604) 291-5098; tel: (604) 291-5086.

THE INSTITUTE OF INTERGOVERNMENTAL RELATIONS at Queen's University announces the release of its annual collection of articles on current affairs affecting Canadian federalism. Canada: The State of the Federation 1991, edited by Douglas M. Brown, contains 8 original essays on a variety of subjects surrounding Canadian federalism today. In contains the views of both relatively new and well-known commentators on the Canadian scene, including Graham Fraser, Terrance Hunsley, Donald Savoie, Donna Tingley, Norman Ruff and Kathy Brock. Price: $18.00 per copy. Information & orders to: The Institute of Intergovernmental Relations, Queen's University, Kingston, Ontario K7L 3N6; tel: (613) 545-2080; fax: (613) 545-6606.

THE CANADIAN SOCIETY OF MICROBIOLOGISTS: National Meeting 1992, June 14-18, (42nd Annual Meeting) Memorial University. Contact Dr. John Gow, Biology Department, Memorial University, St. John's, Newfoundland A1B 3X9. Inquiries concerning the Society and its activities may be made to: CSM Secretariat, 1200E Prince of Wales Drive, Ottawa, Ontario K2C 1M9.

FEMINISMS AND CULTURAL RESISTANCE IN THE AMERICAS: An international meeting of the Union for Democratic Communications, Trent University, Peterborough, Ontario, 7-10 May 1992. Proposals for papers and for panels are invited for the conference. Contributions on the following themes are especially welcome: feminism and grassroots communication; feminism and the reception of media; feminism and cultural resistance; 500 years of resistance; First Nations and cultural resistance; 'race' and cultural resistance; small cities and cultural struggle. Please send ideas, proposals and paper to: Alan O'Connor, UDC Conference, Peter Robinson College, Trent University, Peterborough, Ontario, Canada K9J 7B8; FAX (705) 748-1795.

CALL FOR PAPERS: Papers are invited for a conference on the Unity of Knowledge, sponsored by University College, University of Toronto, and Capri Institute for International Social Philosophy, taking place in Capri, Italy, 9-14 June 1992. For information or to submit papers: Peter Morgan, University College, Toronto M5S 1A1.

Laurentian University / Université Laurentienne

SCHOOL OF ENGINEERING

Laurentian University, located in the heart of the Sudbury mining district, offers an accredited and active undergraduate degree programme in Mining Engineering, including a co-op option which alternates study semesters with work semesters in industry. The focus of the programme is underground hardrock mining. The School is seeking applications for **two tenure-track faculty positions**, at the level of Assistant Professor or Associate Professor. One position will be available January 1, 1992 or shortly thereafter and the second on July 1, 1992, subject to budget approval, in co-operation with Government, industry and two other Ontario universities. Laurentian University has established the active and successful Geomechanics Research Centre, dedicated to applied research in Rock Mechanics and Ground Control. Other current research areas include blast design, rock fragmentation, numerical modelling, mine evaluation, mine environment and backfill. Candidates for both positions must hold a **Ph.D.** preferably in Mining Engineering. Degrees in closely allied and relevant engineering fields may be considered. Practical experience related to underground hardrock mining will be a definite asset. The versatility to work with a small team of colleagues and a demonstrated capability in teaching are desirable. It is emphasized that while there is a principal focus in the subject area for each position, as outlined below, the primary and over-riding responsibilities of the successful candidate will be:

—teaching at the undergraduate level, co-op and regular stream, in a variety of subjects related to mining engineering;
—development and execution of an active research program;
—contribution to the development and implementation of a graduate program in mineral resources engineering.

POSITION 1: UNDERGROUND MINE PLANNING AND DESIGN.
The principal teaching responsibilities of the successful candidate will be in the general area of mine planning and mine design. A broad knowledge of mine operations is required, based on modern mining methods and current technology.

POSITION 2: MINE MECHANIZATION AND EQUIPMENT MANAGEMENT.
The principal teaching focus of the successful candidate will be in the general area of equipment maintenance and management, mine mechanization and automation. Knowledge of robotics will be an asset.

Laurentian University is a bilingual institution and an equal opportunity employer. While instruction in the School of Engineering is English, the ability to communicate in both official languages is an asset. Rank and salary will be commensurate with qualifications. In accordance with Canadian immigration requirements, priority consideration will be given to Canadian citizens and permanent residents. Please submit applications with complete Curriculum Vitae and the names and addresses of references to: **Dr. A. Farah, Director, School of Engineering, Laurentian University, Sudbury, Ontario, Canada, P3E 2C6**

The University of Manitoba
Department of Physics

NSERC AWARDS FOR WOMEN

The Department of Physics at the University of Manitoba is seeking a candidate to nominate for NSERC Women's Faculty Awards in the 1993 competition.

In line with current departmental staffing policies, priority will be given to experimentalists in Condensed Matter Physics, although exceptional candidates in other areas of interest will be considered.

Applicants must be Canadian citizens or permanent residents, would normally have obtained their doctoral degree within the last five years, and have a strong research record. Salary will be commensurate with experience. The University offers a smoke-free work environment, save for specially designated areas. Curriculum vitae, a statement of research interests and three letters of reference should be sent by JULY 1st, 1992 to:

Dr. R. C. Barber
Head
Department of Physics
University of Manitoba
Winnipeg, Manitoba, R3T 2N2
Telephone: (204) 474-9817
Fax: (204) 269-8489

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BOOK IN JANUARY AND SAVE!

1992 – and may we wish you all a very Happy New Year.

This issue contains some very special low fares. We think you'll find our offerings extremely competitive. Trying to forecast air carriers' moves in 1992 is going to be difficult – consensus at the moment is that they will try to hold the line on fares; get the impression that if there's no profit in flying route there may be some cutting in services – certainly domestic.

International holding fairly well and some dates to Europe stations heavily booked, even in the current financial situation. Maybe they have touched the bottom.

We are able to FAX you back same day usually within minutes. Just follow our RAPID QUOTE format.

Rates are constantly changing so call or FAX now for your quotation.

As noted in our heading January purchases of certain international fares will be lower – so DON'T MISS OUT.

We look forward to being of service to you in the New Year.

Welcome back, our festive season GLOBETROTTERS, and best wishes to all.

Nous offrons aussi un service en français si vous le désirez.

G. Finlay

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E. & O.E. 12/91

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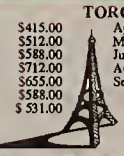
June 1 - June 24	$588.00
June 25 - August 15	$712.00
August 16 - September 15	$655.00
September 16 - September 30	$588.00
October 1 - October 31	$ 531.00



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August 11 - September 7	$674.00
September 8 - October 31	$ 636.00

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	Calgary/Edmonton	From;	$1508.00
	Regina/Saskatoon /Winnipeg	From;	$1603.00
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	Halifax/Moncton /Fredericton	From;	$1774.00
	St. John's	From;	$1927.00
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	Calgary/Edmonton	From;	$1405.00
	Regina/Saskatoon/Winnipeg	From;	$1498.00
	Toronto/Montreal/Ottawa	From;	$1612.00
	Halifax/Moncton/Fredericton	From;	$1670.00
	St. John's	From	$1821.00
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	Calgary/Edmonton	From;	$1733.00
	Regina/Saskatoon	From;	$1795.00
	Winnipeg	From;	$1855.00
	Toronto	From	$1888.00
	Montreal/Ottawa	From;	$1977.00

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- BOOKING CONDITIONS & RESTRICTIONS APPLY
- AIRFARES SUBJECT TO CHANGE AND MAY BE WITHDRAWN AT ANY TIME
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